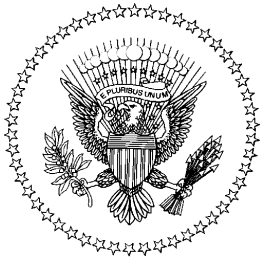


Weekly Compilation of  
**Presidential  
Documents**



Monday, May 20, 1996  
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**Editor’s Note:** The President was in St. Louis, MO, on May 17, the closing date of this issue. Releases and announcements issued by the Office of the Press Secretary but not received in time for inclusion in this issue will be printed next week.

## WEEKLY COMPILATION OF

## PRESIDENTIAL DOCUMENTS

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Week Ending Friday, May 17, 1996

**Remarks at the Pennsylvania State  
University Graduate School  
Commencement in State College,  
Pennsylvania**  
*May 10, 1996*

Thank you very much. Ladies and gentlemen, thank you for that very warm welcome. Thank you, President Spanier. Thank you, Mr. Arnelle, Dr. Brighton, Dr. Erickson, Mr. Hollander. I thank the University Brass for playing so well for me. It made me want to take them back to the White House.

Ladies and gentlemen, I am delighted to be here for many very personal reasons, many of which are obvious. I'm very honored to receive the University Scholars Medal and to be the first non-Penn State alumnus to receive it.

As it was said earlier, my family has a long history with this State and with this great university. Hillary's family is from Scranton and both my father-in-law and brother-in-law attended Penn State and both played football here. Back in the thirties, according to my father-in-law, he had to play offense and defense. [*Laughter*] That's sort of what I do, so I understand that. [*Laughter*]

I have had some other good personal associations with this university, and for all those I am very grateful. I am grateful for the establishment of a scholarship at the college of education in my late father-in-law's name. It means a great deal to my wife and to me and to our daughter. And I am grateful to be here because of what Penn State represents.

This school was made a land-grant school in the darkest hours of our Nation's history, because President Lincoln and his contemporaries knew even then that our Nation's future depended upon the widest possible dispersion of knowledge. Though faced with the possibility of the very union of our States breaking up, our leaders were still thinking about the future. And to all the graduates

here with advanced degrees, I say, a great nation must always be thinking about tomorrow. Therefore, even as you relish this day, I ask you to join me just for a few moments in thinking about tomorrow, for you will live a great deal of your lives in the 21st century, the most remarkable age of possibility in human history.

I have been told that today every student at Penn State is given an E-mail account and that more than one million E-mail messages are sent every day. That is just a taste of the world to come, a dazzling, new global economy, giving more and more people a chance to work with their minds instead of their backs throughout a career, many of you in jobs that you have not even invented yet. You will have incredible choices in where you live and how you work. You will be able to raise your children in greater peace and freedom and in the most diverse and vibrant democracy history has ever known. At least that's what I want our country to be like as we move into the 21st century.

Almost 5 years ago at my alma mater, Georgetown, I gave three speeches about my vision of America's future in the 21st century and a strategy for how I thought we ought to achieve that future. I said then and I'd like to repeat now that my vision is pretty simple and straightforward: I want an America in which all Americans, without regard to their race or their gender or their station in life, who are willing to work hard have a chance to live out their dreams. I want an America that remains the world's strongest force for peace and freedom and prosperity. And I want an America that is no longer being driven apart by our differences but instead is coming together around our shared values and respect for our diversity.

As my wife says in her book, I really believe it takes a village of all of our people working together to make the most of our lives. To build that kind of America, we have to be able to honestly meet our challenges

and protect our values. We have to find ways to create these opportunities for all Americans. We have to find ways to build strong communities. And we have got to find ways to get more personal responsibility from all of our citizens. Opportunity, responsibility, community: these are values that have made our country strong, that have built great institutions like Penn State, that guide my actions as President. I believe they must guide our Nation as we prepare for the tomorrows of the 21st century.

What I want to do here and in the other commencement addresses I will be making is to talk about what has occurred in the last 4 years and, even more importantly, what must still occur if we are going to realize this vision, to give opportunities to everybody willing to work for them, to keep our country the strongest force for peace and freedom, and to rebuild our sense of unity and community around a shared ethic of responsibility.

Compared to 4 years ago, there is clearly more opportunity, a much lower deficit, increased access to education, a renewed commitment to a clean environment and safer streets, 8½ million new jobs, low inflation, record numbers of new exports in businesses. But we all know there are also a lot of problems in this new economy, a lot of uncertainty, and much more to do to give all our people a chance to succeed.

Compared to 4 years ago the world is more peaceful and safer. The nuclear threat has diminished. Peace and freedom are taking hold from Haiti to South Africa to Northern Ireland to Bosnia to the Middle East. But there is a lot more to do to make the American people safe from the 21st century threats of terrorism, organized crime and drug-running, weapons proliferation and global environmental threats.

In future speeches I'll discuss both these things at greater length. Today I'd like to ask you to kind of travel along with me as we look at America's present and its future in terms of that third objective: inspiring a stronger, more united American community, rooted in a greater commitment to personal responsibility and community service.

What you have done here today is in and of itself an act of responsibility. By getting this advanced degree you have honored your-

selves and your families, and you have helped America. We need more people—many, many more people—with much higher levels of education and, even more importantly, with the developed ability to learn for a lifetime. We need this kind of personal responsibility from all of our citizens, doing the best to make the most of their own lives. And we must apply the lessons of your success as individuals to our common work as a nation.

I believe we are living through a period of most profound change in the way we work, the way we live, the way we relate to each other and the rest of the world in 100 years, since we moved from the agricultural into the industrial age. At the turn of the century, about 100 years ago, people who for generations had lived their lives by the rising and the setting of the Sun moved from the country to the city, where they woke to the din of the streetcar and went home to the sound of the factory whistle. That time presented enormous opportunities but also great challenges. A hundred years ago, many people's lives were uprooted but not improved. And for many, not only their livelihoods but the values by which they lived were threatened by the changes of the day.

In response to the challenges of that time, a gifted generation of reformers, led first by Theodore Roosevelt and then by Woodrow Wilson, worked to harness the power of our Nation's Government so that it could extend the benefits of the industrial era to all Americans, curb the excesses of the era, and enable our people to preserve their family and community values. They launched what we now call the Progressive Era. They brought us the antitrust laws, the child protection laws, the earliest environment protection laws. They were all designed to harness the positive forces of the new age to give everyone a fair chance to protect the values of the American people.

Think what has happened in the 100 years since. The progressives built the foundation of what became known as the American Century, a century in which America won two World Wars and the cold war, overcame the Great Depression, achieved decades of sustained economic growth, scientific breakthroughs, more opportunities for women and

minorities, a cleaner environment, remarkable security and good health for senior citizens, and the largest and most prosperous middle class in human history. It all began in the Progressive Era.

Today we're living through another time of profound change. Like the dawn of the industrial age, the information age offers vast new opportunities. Today technology and information are dominating every form of work including agriculture, as I'm sure anyone in the college of agriculture here can attest to.

But this time also presents great challenges, people whose lives are uprooted but not improved and cherished values strained by the pace and the scope of change. I'd like to talk about that a little today.

When I was growing up, Americans could pretty much walk the streets of any city without fear of being hurt by violent crime. Having children out of wedlock was rare and a source of shame. Welfare was a temporary weigh station for widows and their orphans. It was far from a perfect time, the forties and fifties and early sixties. Women and minorities didn't have the opportunities they have today. But in neighborhoods all across America, people knew it when you were born, cared about you while you lived, and missed you when you died.

For too many young people growing up today, that world exists only in black and white reruns on television. In our toughest neighborhoods and our meanest streets, we've seen a stunning and simultaneous breakdown of community, family, and work, the heart and soul of a civilized society. We've seen a buildup of crime and gangs and drugs, as young people turn to things that will destroy them, ultimately, in part because they are raising themselves without enough to say yes to.

We've seen so much of this now we've almost become numb to it. A lot of us may even be resigned to it. But I want to ask you to think today about what you want America to look like in the 21st century, and I want you to say to yourself, "I refuse to accept this as a normal and unavoidable and irreversible condition. I believe we can mend our social fabric. We've done it before, and we have to do it today."

If we're moving into an era in which we will be judged and our success will be determined by how well we use our minds, we must first be able to function as orderly, law-abiding, decent human beings. We have to, in short, not only meet the changes of the day but reaffirm our enduring values.

In this, to be sure, our Government still has a role to play. But it's not the same role that Government had to play in the beginning of the 20th century because the problems are different. The world of today has moved away from big, centralized bureaucracies and top-down solutions, so has your Federal Government. Indeed, there are 240,000 fewer people working for the United States Government today than there were the day I became President of this great country.

But we still need a Government that is strong enough to give people the tools they need to make the most of their own lives, to enable them to seize opportunities when they are responsible. That's why I have fought so hard for things like the student loan programs, the Pell grant programs, the scholarship programs, the research programs, because we cannot, on the one hand, tell the American people, go out and be responsible, and on the other hand, jerk the rug out from under them. We have to give people the tools they need to make the most of their own lives.

And whenever we fight for a strong economy or a clean environment or safe streets or investment in research and technology or give a child a chance with the Head Start program, we are doing nothing more or less than giving people an environment in which they still have to make the most of their own lives.

And so what I ask you today is to think about that. What is the role of the individual citizen in making the America of our dreams in the 21st century? What is the role of the individual citizen in making sure that we will move into this global society, with everyone having the chance to live up to his or her dreams? It is clear to me that Government alone cannot solve this problem.

If you look at any society's most fundamental requirements, strong families and safe streets, and you ask yourselves, what are all

the causes for the stresses on those things in our country, you may come up with a whole laundry list of things that Government can do about them. I know I have. But in your heart of hearts you know that many, many of the things from which we suffer are caused by the lack of personal responsibility on the part of millions of American citizens, the teen mother who leaves school for a life on welfare, a father who walks away from or abuses a family, a criminal who preys upon the rest of us, the neighbors who turn their backs upon the children in need.

I say to you we cannot tolerate this anymore if you really want your vision of the 21st century to become real. We have to be willing to give people a chance to escape lives that are destructive for them and costly for the rest of us. That is our responsibility. But we must also insist that people help themselves and assume responsibility for making their own lives and the life of this great Nation better.

If you just take the welfare system, for example, you can see the point I'm trying to make. I took office believing that a lot of people on welfare were dying to get off it and were trapped in it. I still believe that. It's a system that is too weighted toward a lifetime of dependency instead of demanding responsibility, too willing to let fathers bring children into the world, turn their backs and walk away and load all the burden onto the young mothers who are left behind, too willing to give the young mothers a check to move out on their own if they have a child instead of staying at home, staying in school, and strengthening the family.

For 15 years, going back to my service as Governor, I have sat in welfare offices, talked to people on welfare, asked them what it would take to turn their lives around, asked them what had happened. I have worked to reform and change welfare from a system that encourages dependency to one that encourages independence, from one that does not encourage work to one that insists upon work but also supports responsible parenting.

If you look at all these people here with their advanced degrees, why are we so proud of them? Because we believe they will be able to succeed not only in the world of work but they will be good role models for the

American society. Their children will be able to succeed. They will be able to look at their children and their children will be able to look at them, and they will be able to do great things together. That is what we should want for people on welfare, the simple ability to succeed at work and to succeed at home, to be able to contribute their portion of the American dream.

Now, in the past 3 years, by executive actions, we've been working on what the New York Times called "a quiet revolution on welfare." We've cut redtape for 37 States and now let 75 percent of the people in this country on welfare be a part of welfare reform experiments with little fanfare and no new legislation. We've done things like impose time limits and require work, and we've worked much harder to enforce the National Government's role in child support enforcement across national lines.

And you know what? The welfare rolls have dropped by more than a million. The food stamp rolls are down by a million and a half. Child support collections are up 40 percent to \$11 billion a year. And the teen pregnancy rate has even started to go down a bit.

What does all this have to do with you? They are part of your country. If their children wind up in your prisons, you will pay for them instead of investing more money in scientific laboratories at Penn State or giving children a chance to work in a program to earn a scholarship or otherwise building our future. When others regularly and systematically violate the values we all say we share, it weakens America, and it weakens the future of your vision and your dreams.

We still have a lot to do. Nearly a third of our babies today are born out of wedlock; a whole lot of them end up on welfare. A few days ago, we took an action which should force more responsibility. Every State will have to require teen mothers to stay in school and to sign a personal responsibility contract and to stay at home unless the environment is abusive, so that they must work to turn their lives around if they want to keep those benefits.

I'm still working with Members of Congress in both parties to pass legislation to overhaul the entire welfare system. And I

hope we can do it even though this is an election year. There's really no call for a work stoppage, and by the time November comes around you'll have more politics than you can stand. Meanwhile, we ought to be working to give those people what we want for ourselves: independence, work, and responsible parenting.

But what I want to say to all of you—you say, “Well, what's that got to do with me? I'll never be on welfare; I've got a Ph.D. today.” [*Laughter*] They are your fellow Americans. Those children are your future. And what I want to say is, it doesn't matter what laws we pass or what programs we put in place, we cannot reverse decades and patterns of behavior unless more of our citizens are willing to take some responsibility for other people's kids in the near-term.

We have to inspire our communities to support programs and adults to participate in programs that we know now will dramatically reduce teen pregnancy. They're out there; they're just not in every community. The hard truth is, too many of our young people don't have the kind of discipline or love, guidance or support that it takes to grow up into responsible adults. Church groups and neighbors and parents all need to send a clear message to all children, not just their own: We care about you, but you have to take care of yourself. Don't get pregnant or father a child until you're ready to take responsibility. But if you do, we'll help you as long as you are responsible. And you can't walk away from that responsibility. If you do, we'll make you assume it.

Let me say that, in addition to welfare, I have the same view of the crime problem, and it's remarkably similar. Only if we take responsibility for our own communities can we really achieve our objective in crime. We'll never thoroughly transform human nature, but even if you have a Ph.D., you don't want to be a victim of a crime; you don't want your children to be unsafe going to and from school; you don't want to have to worry your heart out if your kids drive to a city to see a play; you don't want to have any kind of country other than one of which crime is an exception.

Someone said to me the other day, “Mr. President, you talk about all this all the time,

but you will never eliminate crime.” I said, “That's not my goal. My goal is to create an America so that when people turn on the evening news and they see a report of a serious crime, they are surprised and shocked, instead of yawning about it.”

Now, there are things that Government can do. There are things that Government can do. In 1994, we passed a crime bill and a Brady bill. The Brady bill has already stopped 60,000 felons and fugitives with criminal records from getting handguns—60,000. We took 19 deadly assault weapons off the street, and not a single hunter in Pennsylvania or in my native State of Arkansas missed a deer season or a duck season or had to have a different weapon. They didn't lose anything.

We said to repeat violent criminals, “three strikes and you're out.” We said, “If you kill law enforcement officials, the death penalty is there.” But we also said what every police officer in America knows, the best way to fight crime is to reach young people before they turn to crime in the first place. [*Applause*]

Now, you all clap for that, but if you believe it, what it means is that you cannot leave the work of making our streets safe to the police alone. Citizens have the responsibility. Citizens have a responsibility. You can take advantage of opportunities provided in our education bills to keep schools open late so teens have someplace to go besides the streets or to launch community drug courts to give nonviolent offenders a chance to get off drugs before they end up in jail or to make community policing work, something that's making the rounds in Pennsylvania today.

Our crime bill fulfilled a commitment I made to the American people to put 100,000 new police officers on the street in community policing. It's an old-fashioned idea, really. It means put the police back on the street, in the neighborhood, working with neighbors to spot criminals, shutting down crack houses, stopping crime before it happens, getting to know children on the street and encouraging them to stay away from crime. But community policing only works by definition when there is a community for the police to work with.

Now, whenever this happens crime comes down. Violent crimes have dropped in this country for 3 years in a row now because we're finally getting enough police out there on the street and because people are working with them. In Lancaster County, a 2-hour drive from here, our community police program put 12 new officers into the downtown area—listen to this—they patrolled on foot, bicycle, and horseback, they worked with the community, the crime dropped by 67 percent. Pretty soon they'll be surprised when they hear a report of crime.

This can be done. But I have to tell you, there's a big hurdle up the road, and it can't be solved without more citizen help. Because in spite of the fact that the crime rate has dropped for 3 years in a row, the violent crime rate by people under 18 is still going up. And any of you who are in education know that there is a huge group of young people under 18, now coming into grade school, coming up through our system of education, a higher percentage of them than any previous generation, born out of wedlock, born without the guidance of two parents, born into difficult family situations, out there having to raise themselves.

So even if you have a Ph.D., you've got to care about these kids. They're your kids. They're coming home to your roost, and they will affect your country and your children's future and what kind of America we live in. And we cannot solve the problem of rising crime among young people, even with our antidrug strategy, even with our antigang strategy, even with 100,000 more police, unless there are citizens who are willing to step into the gap in those children's lives to teach them right from wrong, to give them a good future to look forward to, to give them the character and values to walk into that future, to make it possible for them to imagine that one day they might get a degree from a place like Penn State. You have to be willing to do that wherever you live.

I will just give you one simple example. There are 20,000 neighborhood crime watch groups in America—20,000. If 50 people join each one of these groups we would have a citizen force of a million new community activists to work with those 100,000 police officers, not just to catch criminals but to keep

kids away from crime. Fifty people in every group, a million Americans reaching out to children, stopping crimes, catching criminals. If that happened—and no Government program can make it happen—if that happened in community after community after community in the United States, people would be surprised when they heard at night a news report of a serious crime. And America would be a better place. We'd be a lot closer to our shared vision of America in the 21st century.

And that brings me to the last point I wish to make. We have a lot of challenges as a people to rebuild the strength of our communities and our national community. We're still too divided over racial matters. We're still too divided over religious disputes. We still have other problems that are simply unmet that can't be met by Government. Helping children on welfare to move off of welfare, helping communities to reduce the crime rate, these are not the only areas in which we desperately need more citizen involvement to make America the place it ought to be.

Those of you who have college degrees, those of you who may earn a great deal of money will still find that in too many ways where you live the bonds of community have been weakened. There are too many places where people are working harder, moving more often, spending less time with each other and more time exhausted in front of the television. Even prosperous, happy neighborhoods often find that not everybody knows their neighbors.

So I say to you, with this wonderful, precious commodity of a fine education, I hope you will go out into your community and find some way to give back some of what your country has given to you. No matter what you do or how busy you are, there is always a way to serve a larger community. The story of your generation should be the story of how we restore broken lives and shattered promises through citizen service.

We're going to balance this budget over the next 6 years. We're going to have a big fight about how to do it, as you know. *[Laughter.]* But don't let that obscure the fact—this deficit is less than half of what it was 4 years ago. And it's coming down. Don't



obscure the real fact. And that's very important because as we move to balance the budget, we can keep interest rates down, and we can keep investment up and create jobs for the American people and get incomes rising again, which has been the source of constant anxiety in places like Pennsylvania where people lost really good jobs and couldn't get other jobs paying at the same or better wages. It's an important thing to do.

I will do my best to protect our investments in education, in the environment, in the quality and character of the Medicare and Medicaid programs. But make no mistake about it: As we shrink Government, until we balance the budget, there will be even more reliance on citizen servants to meet the needs of the American people because we can't shrink from our challenges on the grounds that we're shrinking the deficit.

There's an emerging consensus in Washington, believe it or not, across party lines that we ought to do more to help charities and religious institutions and families and individuals to step in where Government can't anymore or where it shouldn't. I'll give you just a few examples. Leaders in both parties, from Senator Joe Lieberman, a Democrat of Connecticut, to Senator Dan Coats, a Republican from Indiana, have proposed reforms to encourage private citizens to assume responsibilities that are not and cannot be fulfilled by Government agencies alone. For example, making sure every child has a loving home is a national priority. But Government doesn't raise children, only good parents can do that. That's why earlier this week, I urged Congress to enact one of these bipartisan proposals, a \$5,000 tax credit to help families, working families, adopt children. And just a few hours ago, that proposal passed with an almost unanimous vote in the House of Representatives. It is going to become the law of the land.

We created AmeriCorps, the national service program, in 1993, so we could give our young people a chance to earn their way through college by giving something back to their community and their country. Since that time, AmeriCorps has given more than 40,000 young people all across this country a chance to serve, to work with troubled teenagers, immunize children, help seniors

who don't have enough support, clean up the environment, do countless other things. I have met so many of these young people around the country who tell me that the experience literally changed their lives and they'll never spend another year of their life without taking some time to rebuild their community. That is the kind of spirit we need to create in all of America.

I want to thank your former Senator, Harris Wofford, for agreeing to head the AmeriCorps program and for ensuring its continuation.

I want to thank our constructive critics, like Senator Charles Grassley of Iowa, the Republican Senator from Iowa, who worked with Senator Wofford to strengthen the AmeriCorps program and to preserve it.

Let me just suggest three other things that we could do to get more young people involved. First, I've asked Congress to increase funding for work-study programs for students so that we can have a million students earning their way through college by the year 2000. Today I'd like to ask Penn State and every other institution of higher education in the country to consider using more of this money to promote service, to put thousands of college students to work in community service. If it's good for students to earn money by putting books back in library shelves or working in the dean's office, surely it makes sense for them to earn money helping teen mothers handle their responsibilities, helping older people get around, helping young people to look to a brighter future.

Second, I challenge every high school in America to make service a part of its basic ethic. Every high school student who can do so should do some community service. There are some schools, both public and private, that require community service as a part of their curriculum. I say, good for them. Commitment to community should be an ethic we learn as soon as possible so we carry it throughout our lives.

And third, I challenge every community to help those high school students answer the call of service. Today, I'm prepared to make an offer and challenge any school district or civic organization in the country to match it: If you will raise \$500 to reward a high school student who has done significant work to

help your community, the Federal Government will match your \$500 and help that student go on to college. That would cost us, by the way, about \$10 million if every high school in the country did it. It would be the best \$10 million we ever spent. We would get hundreds of millions of dollars of improved quality of life and service to people as a result of it.

This fall, I'll announce the winners of a nationwide competition to identify schools that have done the best job in encouraging this kind of service. Students at those schools will become national service scholars. A year from now I want it to be even bigger. I want every principal in America to be able to stand up before a graduating class and announce the name of a national service scholar. We should make service to the community a part of every high school in America and a part of the life of every dedicated citizen in the United States.

So, my fellow Americans, in spite of all we have to do to create more opportunity, we also must find a way to urge, cajole, plead, generate, demand more responsibility for ourselves, our families, our communities, and our country.

This summer in Atlanta we will celebrate the centennial of the modern Olympics. It's a great honor to host those Olympics in the United States. But I ask you to think when you see these young people come out about more than medals and who will win and lose. The real meaning of the Olympics is what miracles happen to people when they make a deep and profound commitment to take personal responsibility for just becoming the best that they can be and when they're willing to work with teammates to make their common endeavors even greater. That is the great strength of America.

You know, the president mentioned earlier that—or maybe it was the chairman of your board—about Pennsylvania's role in starting this country. And I want you to think about this as I close. Our Founding Fathers, who did so much of their work right here in Pennsylvania, would not be surprised that in this new era, with all of its possibilities, there are still a lot of tough problems. They were very smart. They knew there would never be a perfect, problem-free time. They wouldn't be

surprised at all. But they would be very surprised and bitterly disappointed if we were to give into pessimism about these problems, deny their existence, and walk away from them. They knew—you can read it in "The Federalists Papers," you can read it in the founding documents—they knew that freedom requires responsibility and service for personal prosperity and for the common good.

You graduates have been blessed with the richest educational experience the world can offer. As Americans, you've been blessed to inherit the greatest country on Earth. Now you have to honor that debt by asking yourselves, what do I want my country to be like in the 21st century, and what am I prepared to do to make it a reality?

I will do all I can to give you the opportunities to make the most of your lives, but you must do all you can to assume responsibility for yourselves, your families, and your communities. If you do that, I believe your life will be a lot happier and richer and you will surely make the 21st century America's greatest days.

Thank you. God bless you, and God bless America.

NOTE: The President spoke at 3:11 p.m. at the Bryce Jordon Center. In his remarks, he referred to Graham Spanier, president; Leslie Arnette, chairman, Board of Trustees; John A. Brighton, executive vice president and provost; Rodney Erickson, professor, Pennsylvania State University; and Thomas Hollander, president, Pennsylvania State University Alumni Association. This item was not received in time for publication in the appropriate issue.

## **Memorandum on the Welfare Initiative for Teen Parents**

*May 10, 1996*

*Memorandum for the Secretary of Health and Human Services*

*Subject: Welfare Initiative Regarding Teen Parents*

This memorandum will confirm my directive to you to implement the plan I announced on Saturday, May 4, 1996, to help teen parents break free of the cycle of welfare dependency by living at home, staying

in school, and getting the education they need to get good jobs.

I direct you to exercise your legal authority to take the following steps to implement that plan:

- (1) require States to submit plans describing how they will ensure that teen parents stay in school and prepare for employment;
- (2) require teen parents who have dropped out of school to sign personal responsibility plans that spell out how such teens are going to move towards supporting and caring for themselves and their children, including attendance at school;
- (3) allow States to reward with cash allowances teen parents who stay in school and graduate, as well as require States to sanction teens who do not;
- (4) challenge States to use the authority they have to require minor mothers to live at home; and
- (5) monitor State performance in the foregoing areas.

You have advised me that you have legal authority to take these actions under titles IV-A and IV-F of the Social Security Act.

The plan I have outlined will help assure that the welfare system requires teen parents to follow responsible paths to independence. Its swift implementation is vital to achieving our goal of further instilling the American values of work, family, and personal responsibility into our welfare system.

**William J. Clinton**

NOTE: This item was not received in time for publication in the appropriate issue.

## **The President's Radio Address**

*May 11, 1996*

Good morning. Tomorrow millions of Americans will honor our mothers with hugs and bouquets and visits for dinner. Others of us will simply offer up a silent prayer for the mother who still lives in our heart but who has left this Earth. I miss my own mother very much, especially on Mother's Day. I can't give her roses tomorrow, but with your

help we can honor all mothers by giving mothers-to-be something far more important, the assurance that when they bring a baby into this world, they will not be rushed out of the hospital until they and their health care provider decide it is medically safe for both mother and child.

Today I want to discuss legislation that will guarantee mothers the quality care they need when they've had a baby.

In 1970, the average length of stay for an uncomplicated hospital delivery was 4 days. By 1992, the average had declined to 2 days. Now a large and growing number of insurance companies are refusing to pay for anything more than a 24-hour stay, except in the most extreme circumstances, and some have recommended releasing women as early as 8 hours after delivery.

This has gone from being an economical trend to a dangerous one, one that carries with it the potential for serious health consequences. Early release of infants can result in numerous problems, including feeding problems, severe dehydration, brain damage, and stroke. In addition, many mothers are not physically capable of providing for a newborn's needs 24 hours after giving birth. Often they're exhausted, in pain, and faced with an overwhelming set of new responsibilities. Many first-time mothers also need more than 24 hours in the hospital to receive instruction in basic infant care and breast feeding. And sometimes an early discharge can be fatal.

Michelle Bauman testified before a Senate committee that she was told to go home 28 hours after her daughter was born. Her baby died within one day of going home. If she had been allowed a 48-hour stay, she would have been in the hospital when her daughter's symptoms appeared. As she so tragically put it, another 24 hours, and her baby's symptoms would have surfaced "so that we could have planned a christening, not a funeral."

Susan Jones and her baby son were discharged after about 24 hours. It turns out he had a heart defect which was not noticed by the hospital or the home health nurse who came to visit on the third day. The baby died. Susan and an independent group of pediatric cardiologists believe the problem would have

been noticed in the hospital by the second or third day.

As a nation that values the health of women and children, we must not turn our backs on this problem. There is an emerging national consensus that we must put a stop to these so-called "drive-through" deliveries. The American College of Obstetricians and Gynecologists and the American Academy of Pediatrics have issued guidelines recommending a minimum stay of 48 hours following most normal deliveries, and 96 hours following most cesarean sections. Sixteen States have enacted laws to guarantee that level of coverage and 25 more are considering such a move.

A growing number of hospitals have taken it upon themselves to provide the second day of coverage free. And one group of insurers, Blue Cross and Blue Shield Plans of Pennsylvania, has responded to public concerns by voluntarily offering 48-hour minimum coverage. I believe every insurance company should step up to this problem and do what these insurers in Pennsylvania have done.

But in the absence of coverage for all women in all States, we have a responsibility to take action in Washington. Already, a Senate bill and separate House bills have been introduced, most with bipartisan support, to guarantee 48-hour post-partum hospital stays for mothers and their children.

I urge Members of Congress to move legislation forward as soon as possible that makes this protection for mothers and their children the law of the land. No insurance company should be free to make the final judgment about what is medically best for newborns and their mothers. That decision should be left up to doctors, nurses, and mothers themselves. Saving the life and health of mothers and newborns is more important than saving a few dollars.

America's mothers hold a special place in our hearts. They provide the lessons and care that enable all of our children to embrace the opportunities of this great land. They deliver the precious gift of life. Let's give them a Mother's Day gift they richly deserve. Let's guarantee them 48-hour hospital stays to protect their health and the health of their newborn babies. Mothers sacrifice so much for us. It's the least we can do for them.

Happy Mother's Day, and thanks for listening.

NOTE: The address was recorded at 5 p.m. on May 10 at Pennsylvania State University in State College for broadcast at 10:06 a.m. on May 11. A portion of this address could not be verified because the tape was incomplete.

### **Remarks Announcing the "Anti-Gang and Youth Crime Control Act of 1996"**

*May 13, 1996*

Ladies and gentlemen, let me begin by thanking all of you for coming here and, more importantly, for the work that you are doing. I'm glad that we finally have a chance to talk about these efforts to stop youth violence.

As you know, we were slated to have this event the day that Ron Brown and his delegation tragically lost their lives in the Balkans. Before I go forward, I think I have to acknowledge that today all Americans have heavy hearts over another air tragedy, the one in Miami. We send our prayers, our condolences to the families of those who lost their lives in the Everglades.

The Federal Aviation Administration has been conducting a review of ValuJet since February. Last night the FAA announced it will broaden the review to assure that ValuJet's flights are safe and fully comply with FAA requirements. I have directed Secretary Peña to report to me this week on additional measures the Department of Transportation and the FAA can take to ensure that all our airlines continue to operate at the highest level of safety. I'm determined to do everything I can to make sure that American aviation is the safest in the world.

Now, let me thank the Attorney General and the U.S. attorneys and all of those who worked with them for the work they have done to curb youth violence and gangs. Thanks to the U.S. attorneys and the police chiefs here today, thanks to citizen supporters throughout this country, including a number of ex-gang members who in some communities have been very helpful in this regard, we have been able to see a substantial drop in the crime rate. We are determined

to do all we can to help you and to help our young people.

The crime bill of 1994 employed, as the Attorney General said, police, punishment, and prevention, backed by the best of new technologies and supported by communities. We knew this strategy would work because law enforcement people said it would work. And it is working. The 100,000 police, the Brady bill, the assault weapons ban, the other supports have led to drops in violent crime and murder and rape and robbery—everything across the board, except for crimes committed by young people.

Youth violence is on the rise, as you have noted, not just in large cities, but in small towns. And whenever there has been a dramatic rise in youth crime, it has a terrifying face, organized gangs.

In my State of the Union Address I challenged our country to focus on the problem of youth violence, and I pledged that the United States Government would take on gangs in the way we had taken on the mob decades ago. We're fighting with a strategy that is coordinated and unrelenting, that does rely upon national, State, and local prosecutors and police and, above all, on citizens working with us.

Two weeks ago in Miami, General Barry McCaffrey, our Drug Policy Coordinator, and I set forth our drug strategy. We know what works there, too: education, treatment, stopping drugs at the border, punishing those who sell to the young. We are focusing this strategy more than ever before on young people.

Last Friday, at Penn State University, I asked citizens all across our country to play their role. We know that community policing won't work if we rely on police alone, that we need citizens, too. And I ask one million new citizen volunteers to join the 100,000 new police we are putting on the street. That's just 50 new members for every one of the community police watch organizations across this country today.

Today I want to announce two more steps. First, we have just seen a remarkable demonstration of the National Gang Tracking Network, which is an important part of this strategy. I am pleased to announce that the first step of this network will now be funded

through the Justice Department for use in Massachusetts, Connecticut, New York, Vermont, Maryland, and Florida. Gangs are no longer local. We saw that today with the statement Miss Seymour made about South Carolina. So we say this: The gangs may run to another State, but they cannot hide. And they will find it tougher and tougher to escape the law.

Second, we are proposing legislation designed with valuable help from the U.S. attorneys here, from local law enforcement officials, and lawmakers, especially Senators Biden and Kohl and Congressman Schumer. Our Anti-Gang and Youth Crime Control Act of 1996 will use the very same strategy our Crime bill used to make the juvenile justice system tougher and smarter, and to help our young people stay drug-free and away from guns and gangs and violence. It makes it easier for prosecutors to prosecute violent youth offenders as adults, toughens penalties for possession and use of firearms, reinstates a ban on guns in the schools, reviving a law that was struck down in the courts. It will establish more juvenile drug courts which give nonviolent offenders the chance to get off drugs before they wind up in jail. It will raise the maximum detention to 10 years and give judges flexibility in sentencing. It will harden penalties for those who sell drugs to children or use children to sell drugs.

All this will help, but we also will have to have more parents being more responsible in teaching their children right from wrong and in looking out for them and more communities showing young people that they care, considering things like keeping their schools open more after school.

We know 50 percent of the juvenile crime in this country occurs in the hours after the school day ends. More communities have considered doing what Long Beach, California has done and what the Attorney General is trying to help others do, consider whether setting up a school uniform policy will help to reduce the influence of gangs and help to identify gang members and help to keep the crime rate down and the children safer. Regardless, we've all got a role to play if we're going to move toward a 21st century that is more free of guns and drugs and violent gangs.

The message today to the Bloods, the Crips, to every criminal gang preying on the innocent is clear: We mean to put you out of business, to break the backs of your organization, to stop you from terrorizing our neighborhoods and our children, to put you away for a very long time. We have just begun the job, and we do not intend to stop until we have finished.

Let me say again, this legislation I offer today has been developed with help from law enforcement. It is like the crime bill of 1994, straightforward, commonsense, there are no hidden meanings, there are no poison pills. It relies on partnerships with communities and citizens. And I hope Congress will join us in a bipartisan commitment to save our neighborhoods, our families, and our children from the threat of gangs and gang violence.

This again is something we should be able to do, even this year, in a genuine spirit of bipartisanship, because we know it will work, and we know it will make a profound difference.

Thank you all very much.

NOTE: The President spoke at 12:56 a.m. in the East Room at the White House.

**Executive Order 13002—  
Termination of Combat Zone  
Designation in Vietnam and Waters  
Adjacent Thereto**

*May 13, 1996*

By the authority vested in me as President by the Constitution and the laws of the United States of America, including section 112(c)(3) of the Internal Revenue Code of 1986 (26 U.S.C. 112(c)(3)), June 30, 1996, as of midnight thereof, is hereby designated as the date of termination of combatant activities in the zone comprised of the area described in Executive Order No. 11216 of April 24, 1965.

**William J. Clinton**

The White House,  
May 13, 1996.

[Filed with the Office of the Federal Register, 8:45 a.m., May 15, 1996]

NOTE: This Executive order was released by the Office of the Press Secretary on May 14, and it was published in the *Federal Register* on May 16.

**Proclamation 6894—Older  
Americans Month, 1996**

*May 13, 1996*

*By the President of the United States  
of America*

**A Proclamation**

America's high standard of living, advanced health care system, and commitment to better nutrition and physical fitness have allowed millions of our citizens the luxury of long and fulfilling lives. Because current estimates indicate that one in six Americans will be 65 or older by the year 2020, our Nation faces new challenges as we seek to address the needs of this growing population of seniors.

Fortunately, many of our older Americans—who have already led the way in setting a sound course for our country's future—are helping us to meet these new challenges as well. Having lived through times of depression and war, peace and prosperity, they have shaped our progress with their achievements. The safety net they created—including Social Security, Medicare, Medicaid, and the provisions of the Older Americans Act—helps us to honor our debt to senior citizens and ensures that Americans who have worked hard throughout their lives can look forward to a secure retirement.

Each year, we set aside the month of May as a special time to pay tribute to older Americans and to affirm our obligation to sustain and improve their quality of life. The theme of this year's observance, "Aging: A Lifetime Opportunity," underscores the gifts that older people offer to our country every day. Thanks to senior citizens, our communities are stronger, our Nation is more diverse, and we are better prepared to meet the challenges of the next century.

As we celebrate the contributions of all those in their golden years, let us recognize that long life is a gift we must cherish and a responsibility for which we must prepare. With an eye toward the future and with the example of today's seniors firmly before us,

we can prepare for a better tomorrow for ourselves and for the generations of Americans to come.

**Now, Therefore, I, William J. Clinton,** President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim May 1996, as Older Americans Month. I call upon Government officials, businesses, communities, volunteers, educators, and all the people of the United States to acknowledge the contributions made by older Americans this month and throughout the year.

**In Witness Whereof,** I have hereunto set my hand this thirteenth day of May, in the year of our Lord nineteen hundred and ninety-six, and of the Independence of the United States of America the two hundred and twentieth.

**William J. Clinton**

[Filed with the Office of the Federal Register, 11:54 a.m., May 14, 1996]

NOTE: This proclamation was released by the Office of the Press Secretary on May 14, and it was published in the *Federal Register* on May 15.

### **Proclamation 6895—Peace Officers Memorial Day and Police Week, 1996**

*May 13, 1996*

*By the President of the United States of America*

#### **A Proclamation**

Despite the dangers they face while patrolling our Nation's cities, neighborhoods, and highways, America's law enforcement officers continue to serve with commitment and distinction every day. They put themselves in harm's way to safeguard our fellow citizens, and their dedication to the rule of law is essential to maintaining a just and orderly society. Each year, Police Week is a welcome opportunity to recognize the brave men and women of the law enforcement professions, and on Peace Officers Memorial Day we pause to honor those who have given their lives while protecting others.

According to recent figures, 161 law enforcement officers were killed in the line of duty during 1995. And let us not forget the law enforcement personnel who died in the bombing of the Alfred P. Murrah Federal Building in Oklahoma City on April 19—the single deadliest day in law enforcement history. Since police deaths were first recorded in this country, in 1794, more than 14,000 officers have lost their lives working to keep the peace in our communities. On average, more than 66,000 are assaulted every year, and some 24,000 are injured.

To pay tribute to the law enforcement officers who have made the ultimate sacrifice for our country and to voice our appreciation for all those who currently serve on the front lines of the battle against crime, the Congress, by joint resolution approved October 1, 1962 (76 Stat. 676), has authorized and requested the President to designate May 15 of each year as "Peace Officers Memorial Day," and the week in which it falls as "Police Week," and by Public Law 103-322 (36 U.S.C. 175) has directed that the flag be flown at half-staff on Peace Officers Memorial Day.

**Now, Therefore, I, William J. Clinton,** President of the United States of America, do hereby proclaim May 15, 1996, as Peace Officers Memorial Day, and May 12 through May 18, 1996, as Police Week. I call upon the people of the United States to observe these occasions with appropriate ceremonies, activities, and programs. I also request the Governors of the United States and the Commonwealth of Puerto Rico, and the appropriate officials of all units of government, to direct that the flag be flown at half-staff on Peace Officers Memorial Day on all buildings, grounds, and naval vessels throughout the United States and all areas under its jurisdiction and control. In addition, I invite all Americans to display the flag at half-staff from their homes on that day.

**In Witness Whereof,** I have hereunto set my hand this thirteenth day of May, in the year of our Lord nineteen hundred and ninety-six, and of the Independence of the United States of America the two hundred and twentieth.

**William J. Clinton**

[Filed with the Office of the Federal Register, 11:55 a.m., May 14, 1996]

NOTE: This proclamation was released by the Office of the Press Secretary on May 14, and it was published in the *Federal Register* on May 15.

### **Message to the Congress Transmitting a Budget Deferral May 14, 1996**

*To the Congress of the United States:*

In accordance with the Congressional Budget and Impoundment Control Act of 1974, I herewith report one revised deferral of budgetary resources, totaling \$1.4 billion. The deferral affects the International Security Assistance program.

**William J. Clinton**

The White House,  
May 14, 1996.

### **Remarks in a Teleconference Announcing Community Policing Grants May 15, 1996**

**The President.** Hello.

**Mayor Willie Brown.** Mr. President, Willie Brown, California.

**The President.** Hello, Mayor.

**Mayor Brown.** How are you?

**The President.** You're getting good press over here on the East Coast. [Laughter]

**Mayor Brown.** You're getting better press than I'm getting.

**The President.** I don't know about that. Well, I'm glad you're all on the phone. As I think you know, today we are providing more law enforcement dollars to more communities than on any other single day in the history of this country. And in addition to all of you, I'm also here with your colleague, John Norquist, the Mayor of Milwaukee. He happened to be in town today, so I asked him to come in and sit with me as I announce that today we are putting almost 9,000 new police officers on the street.

**Mayor Brown.** Outstanding.

**The President.** That will bring our total to 43,000 new police officers since I signed the crime bill into law just 20 months ago.

That means we're running well ahead of schedule in reaching our goal of putting 100,000 new police officers on the street.

This afternoon, I will attend the annual ceremony at the Peace Officers Memorial, and we will honor the memory of the 161 officers who were killed in the line of duty last year. We now, on this schedule that we're on, we are not only well ahead of schedule, we were prepared to put 100,000 police on the street in 5 years. We're now at 43,000 in 20 months. We're also under budget, and it's helping all of you to make our streets safer and to decrease crime.

We have just learned, I'm sure all of you know, that serious crimes have decreased for the 4th year in a row, including an 8 percent drop in the murder rate. Community policing has a lot to do with this, and I congratulate all of you who have, each in your own way, implemented it, helping to get officers back on the street and involved in the community and working as positive role models and preventing crime as well as catching criminals.

And I want to pledge to you that I will continue to work with you and continue to challenge the American people to work with you. When I was at Penn State last week delivering the commencement address, I urged the American people to join neighborhood crime watch groups and to do other things that would support community policing. And I hope that we will see a big increase in the number of citizens who are supporting our common efforts now.

Let me call on a couple of you, starting with Mayor Riordan. I know your community policing efforts have made a big difference, especially your public-private partnership encouraging businesses to play a role in keeping communities safer. And I'm glad that you will be getting 710 new officers.

Mayor?

[Mayor Richard Riordan of Los Angeles, CA, thanked the President for his vote of confidence in their police department and explained how the increase in officers and community policing programs have helped to prevent and fight crime in his city.]

**The President** Thank you very much. And I appreciate that, Mayor Riordan. I appreciate what you're doing.



I'd like to now call on Mayor Mike White in Cleveland. I understand that the help you've gotten from the police program has helped you to permit police officers to live within the neighborhood they patrol and make them a more vital part of the community. And that's a very intriguing idea and an old-fashioned idea, I'm sure, that still works very well. And as you know, Cleveland will be getting more police officers today as well. And so, Mr. Mayor, we would like to hear from you.

*[Mayor Michael R. White thanked the President for his commitment to reducing the crime rate and explained how community policing programs have helped to lower crime in Cleveland by 16 percent in the last 5 years.]*

**The President.** Thank you very much, Mayor White. And I want to thank the others who are on the line. Let me just call your names and make sure I've got everybody.

Mayor Herenton?

**Mayor Willie W. Herenton.** Yes, Mr. President.

**The President.** Vice Mayor Sharp of Knoxville?

**Vice Mayor Jack Sharp.** Yes, sir.

**The President.** Mayor Corradini of Salt Lake?

**Mayor Deedee Corradini.** I'm here.

**The President.** And Mayor Delaney of Jacksonville?

**Mayor John A. Delaney.** Right here, Mr. President.

**The President.** Mayor Greco of Tampa.

**Mayor Dick A. Greco.** Thank you, Mr. President. We all thank you here.

**The President.** Mayor Bosely of St. Louis?

**Mayor Freeman R. Bosley, Jr.** Thank you, Mr. President.

**The President.** I'll see you tomorrow, won't I?

**Mayor Bosley.** Yes.

**The President.** The day after tomorrow.

**Mayor Bosley.** Right.

**The President.** Mayor James of Newark?

**Mayor Sharpe James.** Thank you, Mr. President.

**The President.** Mayor Finkbeiner of Toledo?

**Mayor Carty Finkbeiner.** Thank you, Mr. President.

**The President.** And Mayor Lanier of Houston. Is he on the phone?

**Participant.** He's stuck in city council. *[Laughter]*

**The President.** And Sheriff Glover of Jacksonville County, are you on the phone?

**Sheriff Nathaniel Glover.** Thank you, Mr. President.

**The President.** And of course, Mayor Brown. I said hello to you earlier.

**Mayor Brown.** Thank you, Mr. President.

**The President.** I thank all of you very much, and I know you will do a lot with these 43,000 additional officers to make the streets of America safer. Thank you very much.

Goodbye.

NOTE: The President spoke at 11:57 a.m. from the Oval Office at the White House. In his remarks, he referred to Mayor Willie Brown of San Francisco, CA, and Mayor Willie W. Herenton of Memphis, TN.

## Remarks at the National Peace Officers Memorial Service

May 15, 1996

Thank you very much, Gil Gallegos, for your introduction, your leadership, and your very moving remarks. Thank you, Karen Lippe, Senator Daschle, Senator Biden, Attorney General Reno, Secretary Rubin, General McCaffrey, distinguished leaders of law enforcement and the supporters of law enforcement who are here, to all the family members who are here, and especially to the families who lost the life of someone you loved, because that person was willing to risk his or her life to protect the rest of us, I say thank you from a grateful nation. Thank you for your strength, your courage, and your sacrifice. We are all forever in your debt.

I am proud to stand with you today to honor the memory and the lives of the more than 170 men and women who died for their country last year in the service of law enforcement, who died for law, for order, for justice, and for peace. They were American heroes.

When I joined you last year on this very difficult day, it was not even a month since

the bombing in Oklahoma City revealed to all of us the evil of which some people are capable. Today, eight Federal law enforcement officers who lost their lives on that dark day join their brothers and sisters on the memorial wall. As the shock waves from the bombing reverberated across our Nation, thousands of Americans dropped whatever they were doing and went to help.

One of them was a deputy sheriff in Milledgeville, Georgia, named Will Robinson. He worked all day and all night cooking meals for emergency workers and volunteers, doing whatever he could to help. That's what he was all about. That's why he went into law enforcement, to help. That's why he was planning to dress up as Santa Claus and play with kids in prekindergarten last Christmas, just like he did the year before. He wanted the children to have some fun and to know that police officers are people you can count on.

But just before last Christmas, William Edward Robinson, 26 years old, 3 years a deputy sheriff, with a firm handshake and a big heart, responded to a 911 call and was gunned down doing his job, trying to stop an armed robber getting away with a few hundred dollars. Will's boss, Sheriff Bill Massee, called him "everybody's friend, the boy you wanted your daughter to go out with, the boy you wanted to be your son's best friend, the last person I ever wanted to see killed in the line of duty."

My friends, there are 14,064 names on the Law Enforcement Memorial, every one like Deputy Sheriff Will Robinson, heroes who laid down their lives for their neighbors, people we must honor, living up to their example and carrying on their crusade.

I know the American people sometimes take what law enforcement officers do for granted. But the truth is, it is extraordinary. Somehow you find the strength to get up everyday, put your badge on, and risk your life for the rest of us, an act all the more wondrous for its simple silent courage.

Police risk everything, and what do we owe them for it? Well, when police are walking down the street, they ought to feel like every law-abiding citizen is walking with them. When they catch a violent criminal, they should feel confident they will be punished,

promptly and severely. When they enter danger, they should not have to worry that they will be easily outgunned. They should always know that the fight against crime is a national commitment.

That is what I have tried to bring to our country with the help of men and women in the Congress of both parties. We know the police need reinforcement; you have told us that. And America needs more police. That's why our crime bill puts another 100,000 police on the street over 5 years.

Just today, before I came over here, I spoke to mayors and police chiefs all across this country to award nearly 9,000 new police officers to over 2,500 communities, to bring our total to 43,000 new officers in just 20 months. We're going to meet that 100,000 commitment to you and the citizens you protect.

Thanks to the efforts of Members of Congress in both parties, we took 19 deadly assault weapons off the street and made the Brady bill the law of the land. And not a single, law-abiding sportsman or woman has lost a weapon. But 60,000 people have lost the chance to buy a weapon; 60,000 felons, fugitives, and stalkers were prohibited from buying handguns because of the Brady bill. That makes law enforcement safer and more successful. The crime bill said to repeat violent offenders, "three strikes and you're out." If you murder law enforcement officers, the death penalty is waiting.

And thanks to you and those whom we honor today for their ultimate sacrifice and to citizens who have supported you, crime is coming down in America. Violent crimes have dropped for 3 years in a row. We know it is not enough. We know we must do more. As your president said, the antiterrorism bill will help. And again, I thank the Members of Congress in both parties who supported it.

We also know that citizens have to do more. Just last week I called for a citizen force of one million more volunteers to stand shoulder to shoulder with you. There are 20,000 neighborhood crime watch groups in America. If 50 more people joined each one of them, there would be a million more folks standing by those of you in uniform to prevent crime before it happens, to help catch

criminals when it does, to make our streets safer, and make your work more successful. I hope the American people will join you in greater numbers than ever in the months and years ahead.

But we have some work to do up here as well. Today, I challenge Congress to follow its admirable work in the crime bill, the Brady bill, the antiterrorism bill, in listening to the police officers across this country in passing a ban on cop killer bullets. We don't need a commission to study it. We don't need research to tell us what kind of materials make these armor piercing bullets. We need a simple test and a straightforward ban. If a bullet can go through a bulletproof vest like a hot knife through butter, it should be against the law.

These bullets are designed to kill law enforcement officers wearing bulletproof vests. This is not a complicated issue, my friends. It's a simple, straightforward issue of a commitment to the safety of our men and women in uniform.

The second thing we ought to do is to make sure that anyone in America who commits a truly violent crime serves the time. The Federal Government has eliminated parole. I renew the challenge I made to the States last January in the State of the Union: Guarantee that serious, violent criminals serve at least 85 percent of their sentence.

It is wrong to make our police officers risk their lives to apprehend dangerous criminals, then go to the trouble of trying them and seeing them convicted, and then have to see the same police officers face the same criminals on the street before they have received the full punishment the jury gave them. Police officers should not have to risk their lives and then stand like doormen at a revolving door of a penitentiary.

These are commonsense ideas, but they're more. They're the least we can do for the brave men and women of American law enforcement. So, again I say, as we have often in the last 3 years, let us put aside partisanship and close ranks and work together and get the job done.

My fellow Americans, we lost too many wonderful men and women in uniform last year. We lost more last year than in any year in 6 years. Nothing we can do will ease the

sorrow or soften the blow for those of you who survive them. Only God and time and the love you have for each other can do that. But you must know how much the rest of us honor them and how much we honor you. Those who gave their lives in the oldest fight of all, for right over wrong, for peace over conflict, for the safety of their neighbors and their family and their friends, in their memory, we must move forward.

I know, as all of you do, that we will never eliminate crime completely. It is not within the power of any of us to totally transform human nature. But I do believe that we can make America a better and different and safer place.

And the test would be simple for me. I believe we would honor the sacrifice of those whom we honor today if we could create an America where every time you turned on the television news, you didn't see a report of a horrible crime leading the news, and when you did see one, you were shocked instead of numbed; you knew it was the exception, not the rule; you knew we had turned the tide and made this a basically peaceful, law-abiding, safe country for children to grow up in and go to school in and raise their own families in. That is the test by which we must measure our efforts to honor those who have served us with the last full measure of their devotion.

Until then, let me pledge to you that all of us who see you will remain humbled by your courage, know we are safer for your service, and will attempt to be faithful to the standard your sacrifice demands.

Thank you, and God bless you.

NOTE: The President spoke at 1:43 p.m. on the Capitol Steps. In his remarks, he referred to Gil Gallegos, president, Fraternal Order of Police, and Karen Lippe, president, Fraternal Order of Police Auxiliary.

### **Letter to Senator Bob Dole on the Announcement of His Retirement From the Senate**

*May 15, 1996*

*Dear Mr. Leader:*

As I mentioned when we spoke by phone earlier today, you have served your country

in so many ways, and you should be proud of your 35 years in Congress. On behalf of a grateful America, as you retire from the Senate, I thank you for your service.

During the fall campaign, you and I will engage in what I believe is one of the most important jobs in our democracy, as we lead a great national debate about how best to move our country into the future. I look forward to participating with you in that discussion.

Until then, I believe that the coming weeks and months can be a moment of genuine bipartisan achievement in meeting the challenges we all face together. Before you go, I look forward to working with you and Speaker Gingrich, and afterwards with your successor, to move ahead to give our people a balanced budget, welfare reform, an increase in the minimum wage and the Kassebaum-Kennedy health care reform.

As you know so well, it is when we work together that we can truly make progress for our country and for the people who sent us here.

Sincerely,

**Bill Clinton**

NOTE: This letter was made available by the Office of the Press Secretary on May 15 but was not issued as a White House press release.

**Executive Order 13003—  
Establishing An Emergency Board  
To Investigate Disputes Between  
Certain Railroads Represented by  
the National Carriers' Conference  
Committee of the National Railway  
Labor Conference and Their  
Employees Represented by the  
Brotherhood of Maintenance of Way  
Employees**

*May 15, 1996*

Disputes exist between certain railroads represented by the National Carriers' Conference Committee of the National Railway Labor Conference, including Consolidated Rail Corporation (including the Clearfield Cluster), Burlington Northern Railroad Co., CSX Transportation Inc., Norfolk Southern

Railway Co., Atchison, Topeka and Santa Fe Railway Co., Union Pacific Railroad, Chicago & North Western Railway Co., Kansas City Southern Railway Co., and their employees represented by the Brotherhood of Maintenance of Way Employees. The railroads involved in these disputes are designated on the attached list, which is made a part of this order.

These disputes have not heretofore been adjusted under the provisions of the Railway Labor Act, as amended (45 U.S.C. 151 *et seq.*) (the "Act").

In the judgment of the National Mediation Board, these disputes threaten substantially to interrupt interstate commerce to a degree that would deprive a section of the country of essential transportation service.

**Now, Therefore**, by the authority vested in me as President by the Constitution and the laws of the United States, including section 10 of the Act (45 U.S.C. 160), it is hereby ordered as follows:

**Section 1. Establishment of Emergency Board ("Board").** There is established effective May 15, 1996, a Board of three members to be appointed by the President to investigate any and all of the disputes raised in mediation. No member shall be pecuniarily or otherwise interested in any organization of railroad employees or any railroad carrier. The Board shall perform its functions subject to the availability of funds.

**Sec. 2. Report.** The Board shall report to the President with respect to the dispute within 30 days of its creation.

**Sec. 3. Maintaining Conditions.** As provided by section 10 of the Act, from the date of the creation of the Board and for 30 days after the Board has made its report to the President, no change, except by agreement of the parties shall be made by the railroads or the employees in the conditions out of which the disputes arose.

**Sec. 4. Records Maintenance.** The records and files of the Board are records of the Office of the President and upon the Board's termination shall be maintained in the physical custody of the National Mediation Board.

**Sec. 5. Expiration.** The Board shall terminate upon the submission of the report provided for in sections 2 and 3 of this order.

**William J. Clinton**

The White House,  
May 15, 1996.

[Filed with the Office of the Federal Register,  
12:06 p.m., May 16, 1996]

NOTE: This Executive order was published in the *Federal Register* on May 17.

**Proclamation 6896—National  
Defense Transportation Day and  
National Transportation Week, 1996**  
*May 15, 1996*

*By the President of the United States  
of America*

**A Proclamation**

Americans derive daily benefits from the finest transportation system in the world. Our Nation's network of land, sea, and air travel allows for the efficient movement of goods and people, strengthening our economy, uniting our citizens, and linking us to other countries around the globe. As we strive to compete in an international marketplace, we must deepen our commitment to this infrastructure and continue the long-standing partnership between government and industry that has made our successes possible.

Transportation has played a vital role in America's recent economic recovery, creating some 400,000 new jobs in the last 3 years. Fields that faced financial difficulties just a short time ago, such as aerospace, shipbuilding, and airlines, are now profitable and growing. My Administration has been proud to sign more than 30 new market-opening aviation agreements, including an agreement with Canada, our biggest trading partner, that has generated significant economic activity in just one year and facilitated air travel between our two countries.

In an effort to build on this progress and further improve efficiency, we have increased our national investment in infrastructure—by some 11 percent a year over early

1990s levels—while streamlining the Department of Transportation by 10,000 employees and cutting red tape to speed the financing and construction of highway projects. Safety remains a top priority in these efforts, and communities across the country are working to protect drivers, passengers, pedestrians, and bicyclists. Sophisticated communications technology helps relieve traffic congestion in urban areas and expanded mass transit systems move people more quickly and safely with minimal environmental impact.

To celebrate these accomplishments and to honor the millions of men and women, both government and private sector employees, who maintain America's transportation system and contribute so much to our Nation's activities, the Congress, by joint resolution approved May 16, 1957 (36 U.S.C. 160), has designated the third Friday in May of each year as "National Defense Transportation Day" and, by joint resolution approved May 14, 1962 (36 U.S.C. 166), declared that the week within which that Friday falls be designated "National Transportation Week."

**Now, Therefore, I, William J. Clinton,** President of the United States of America, do hereby proclaim Friday, May 17, 1996, as National Defense Transportation Day and May 12 through May 18, 1996, as National Transportation Week. I urge all Americans to observe these occasions with appropriate ceremonies and activities, giving due recognition to the countless individuals and organizations that build, secure, and operate this country's modern transportation system.

**In Witness Whereof,** I have hereunto set my hand this fifteenth day of May, in the year of our Lord nineteen hundred and ninety-six, and of the Independence of the United States of America the two hundred and twentieth.

**William J. Clinton**

[Filed with the Office of the Federal Register,  
12:05 p.m., May 16, 1996]

NOTE: This proclamation was published in the *Federal Register* on May 17.

### Message to the Congress Transmitting a Report of the National Science Board

May 15, 1996

*To the Congress of the United States:*

As required by 42 U.S.C. 1863(j)(1), I am pleased to submit to the Congress a report of the National Science Board entitled *Science and Engineering Indicators—1996*. This report represents the twelfth in a series examining key aspects of the status of American science and engineering in a global environment.

The science and technology enterprise is a source of discovery and inspiration and is key to the future of our Nation. The United States must sustain world leadership in science, mathematics, and engineering if we are to meet the challenges of today and tomorrow.

I commend *Science and Engineering Indicators—1996* to the attention of the Congress and those in the scientific and technology communities.

**William J. Clinton**

The White House,  
May 15, 1996.

### Remarks During Panel I of the White House Conference on Corporate Citizenship

May 16, 1996

**The President.** Thank you very much, Father O'Donovan, for giving those assembled here in 5 minutes the essence of what I got in the 4 years in my Georgetown education. [Laughter] When I was a student I came to this magnificent old hall many times to hear other people say things I thought were very wise. I never imagined I would be here so many times myself in this position, but I am delighted to be back.

This is a peculiarly American event we're about to have today. And I'm glad that the business students from Georgetown are here, the law students, the undergraduate students. I understand this is the day after finals—that shows the level of devotion to

this topic—[laughter]—that I hope the rest of us can match.

I also want to thank the business leaders who are here and the labor leaders who are here. There's a remarkable collection of people here from large, medium, and small companies, men and women, different racial and ethnic backgrounds, people who represent different kinds of unions and different work organizations, all committed to discussing this very important topic today of citizenship in the workplace.

As the nature of work and the nature of the workplace changes dramatically and we move so rapidly into the 21st century, what do we owe each other in the workplace? What do employers owe employees? What do employees owe employers? What, if anything, should the Government do to help to deal with the new challenges that we face?

We are here today for two reasons: First of all, because there are some very profound changes taking place, and if we respond to them properly, we get very good results. But even in the good results we see some paradox: our economy in the last 3½ years is a deficit that's less than half of what it was when I became President; low inflation, 8½ million new jobs, a 15-year high in home ownership, all-time highs in exports and small business formation. But still, according to studies done by both the Business Roundtable and the AFL-CIO, high levels of uncertainty in our work force, people uncertain about their job security, whether they can get an increase in income even if they work harder, whether they can maintain access to health care and retirement for their families. And people wanting more genuine participation in their jobs, in their work force, in building their own future.

The Government plainly has some big roles to play in reducing the deficit, having good trade policies, promoting our economic interest around the world, investing in technology and research in areas that it's obviously important for a public investment as well as the private investment. There are certain tax incentives the Government has provided traditionally and that I hope will provide again—the incentives for research and experimentation, the incentives for companies to help to finance the education of their

own employees—indeed, I would like to see expanded to give a little extra help to small businesses in that regard.

There are certain regulatory changes the Government ought to make. The Vice President's worked very hard to work with our agencies in getting rid of 16,000 of the 80,000 pages of Federal regulations and changing the way we work with the private sector to make the workplace safe and the environment clean. There are some things we have to do to help people become more employable even if they don't have specific job security, in terms of improving access to educational benefits and creating greater portability for health care and retirement.

And we know that Government should do these things, but we also know that most of the action has to be in the private sector. Just as I always say when discussing education, the great magic of education will never be in Washington or any State capital. It's what goes on in the classroom between the teacher and the child. The great magic of the American system of free enterprise is what goes on in the private sector. Indeed, one of the things that I like best about the job figures of the last 3½ years is that the percentage of new jobs being provided by Government is the smallest it's been in 20 years or more. And the Federal Government is almost a quarter of a million people smaller than it was when I became President, and overall, we are relying more and more on private sector job growth. And that, I think, is a good sign.

But what that means is that the mutual responsibility that employers and employees feel toward one another and toward the larger society is becoming even more important.

I would just like to mention a couple of things that I do not think we will discuss today, because I think they are illustrative of the way that we can deal with these issues. I have been very, very impressed with the work that the private sector has done with our administration and especially with the Vice President in trying to find new and economically efficient ways to protect the environment: the auto companies working with us to develop a new generation of cars that can get triple the car mileage that we take for granted as the ceiling today; all the com-

panies that have worked with us to—in the Project XL where we say you agree to meet certain high environmental standards, take the thick EPA rule book and throw it away. And we've got a long line of people that want to get into that particular project.

But it's working. This is exciting. The companies that have worked with the Occupational Safety and Health Administration say, if we involve our workers and ourselves in a joint effort to make the workplace safer, we ought to get to decide how to do it if we can do it more efficiently and get better results. These are achieving good social ends as well as good ends within the workplace. I want to say a special word of thanks to the entertainment companies that worked with us and that are now hard at work in developing their own rating systems for television programs, for violence and other contents that may be inappropriate for children—no Government involvement at all except our agreement to work with them in the passage of the law that requires the V chip to go into the television.

These are very encouraging things. We got some indication yesterday that we may even wind up with an agreement with the private sector in this effort that we've been so intentionally involved in to try to curb the teenage smoking, when Philip Morris and the U.S. Tobacco Company indicated that they would agree to legislation to limit sales of tobacco to children and to reduce advertising of tobacco that affects the Nation's children. And I want to thank them for that.

I have to say, in all candor, I believe we should do more because, under the proposal, kids in this country would still be confronted with Joe Camel and the Marlboro Man on billboards and stores and all the magazines. And we know 3,000 children start smoking every day and 1,000 of them are going to die early because of it. So I don't think it's enough. But I do believe that it's an indication that there may be some way that we can agree on legislation to do this. If all of the tobacco companies will voluntarily accept legislation containing the limits that will be as effective as what we're proposed, I will say again—we believe it's better to have the companies come forward and ask for legislation. And the FDA has made perfectly clear

that they will stop their efforts to impose regulation if we can have a joint agreement on a legislative solution.

These are the kinds of things that I want to do more of in dealing with the larger problems of society.

But to come back to the main point, the workplace itself has to produce a profit, has to produce a vibrant free enterprise system for America and what the relationships are in this new economy between employers and employees will have a great deal to do with that. The business leaders who came from all over this country today to be a part of this received a letter from me in which I suggested that there were at least five elements of corporate citizenship that we ought to consider as we move through this period of dynamic change.

First of all, since almost all families have all the adults, whether there are two or one in the family working, workplaces should be more family-friendly. We shouldn't ask our working people in America to choose between being productive workers and being good parents.

Secondly, health and retirement security are profoundly important. And the nature of benefits, health and retirement benefits tied to the job has been changing rather dramatically in the last several years. How are we going to continue to ensure health and retirement security?

Thirdly, safe and secure work places.

Fourthly, employees that know that they are invested in. How can we continue to develop the capacity of the employees of this country? One business executive, unrelated to this meeting, wrote me a letter saying that he had gone out of his way to invest more in the education and training of his employees once he realized they were less likely to be with him for a lifetime. He said, "I felt that I owed even more than I ever had before to them to make them employable if for some reason they had to leave our company."

And finally, the issue of partnership in the work force. One of our participants said today, in a very moving statement, that he had talked to a man who worked in a factory—one of his company's factories—who had been elected head of his local PTA and was prominent in the society in every other

way. But he said it was only recently that his company had decided to let him participate from the neck up. For years and years and years, at work, he'd only participated from the neck down. Everybody else in his community wanted him from the neck up, just his company didn't. That was a profound statement, I thought. And more and more of our companies are looking for ways to let people participate from the neck up. When people feel that they're on the same team, it's a lot easier to take the bad news along with the good.

So these are the things that I hope will be discussed today. The companies that we will hear from up here are being showcased for one reason, they have done all of these things in ways that I believe prove that you can do the right thing and make money, that you can be successful in the American free enterprise system by having better and stronger relationships and ties with your employees. Every company represented out here in this audience today has another story like that to tell.

I hope that—I'm going to do my best just to stay out of the way and let them talk and then let all of you talk, hoping that some good ideas will come out of this because I believe the power of example to change the behavior of Americans is enormous. We have seen it in case after case after case. And I think that the coverage of these issues, on the whole, has been concentrated in negative examples when something bad happens to people, which then may be translated as a general rule. What I want to see us do is to elevate the good practices that are going on, show how they are consistent with making money and succeeding in the free enterprise system, and hope that we can reinforce that kind of conduct that so many of you have brought to bear in your own companies and with your own employees.

Let me say that I know that this is not an issue that can be solved in a day or a year, and that this is not a question of finding an answer. What we have to do is to join together in a great journey as Americans, to continue to deal with these issues as we go through this dynamic economy. And I have given a lot of thought to what we could do



to sort of signal that we're going to do this over the long run.

And today I have an announcement to make that I think reflects the spirit of what we are doing and will help us to continue to do it year-in and year-out forever. I asked a number of business leaders, led by John Bryan, the CEO of Sara Lee, and Larry Bossidy, CEO of Allied Signal, to come together to develop an award, totally financed and operated out of the private sector, not a Government award, to honor every year outstanding corporate citizenship. It would operate something like the Malcolm Baldrige Award does, that recognizes businesses for the quality of their products or services. This award will celebrate business for the quality of their relationship to their workers and their communities.

The award, as I said, will be created and managed entirely by the private sector, and its criteria will be based upon the five principles of corporate citizenship I mentioned earlier. These leaders will seek the advice of members of the business community, workers and their representatives and others, including educators. It will be presented every year by the President of the United States, and it will be called "The Ron Brown Corporate Citizenship Award."

We are honored to be joined here by Alma Brown. Thank you for coming today. Bless you, my friend. Stand up. *[Applause]* If there ever was a person who thought you could do well and do good at the same time, it was Ron Brown. And I can't think of a better way for us to honor him by continuing this work.

Let me end by saying now, we're going to spend the rest of this day listening to you, trying to come to grips with these issues. We know that a lot of them are very difficult, that the facts will be different from industry to industry, sector to sector, company to company. But we also know that this country cannot become what it ought to be. We cannot make this transition into the 21st Century unless we create opportunity, unless we all go forward with a sense of personal responsibility, as Father O'Donovan said, and unless the end result is the community of America is stronger.

We have always believed that free markets and free enterprise made our whole country stronger, and we have always believed as Americans that we can find a way to correct the problems of the system so that it could thrive. That really is the whole story of the United States in the 20th century, and I suppose the conversation we're having today will help to tell the story of the United States in the 21st century. We need to give the right answers, and I think we will. Thank you very much.

Our first panel will deal with the questions of family-friendly workplaces, safe and healthy workplaces, and health and retirement security. We'll start with the question of families, and I'd like to begin by calling on Kenneth Lehman, the co-CEO of Fel-Pro, Incorporated, a third generation, family-owned automotive supply manufacturer in Skokie, Illinois. I'd like to ask him to tell the Fel-Pro story and why such a small company provides such extensive family benefits to its workers and whether this undermines or contributes to its success in the marketplace.

Mr. Lehman.

*[Kenneth Lehman stated his company's philosophy that a work force which is treated fairly and decently will be loyal, diligent, quality- and cost-conscious, and customer driven. He gave examples of Fel-Pro's family-responsive programs and cited a university study linking such programs to increased employee productivity and company profitability.]*

**The President.** Thank you very much.

I would like to illustrate—this is all something all of you know, but I think it's worth just putting the facts out there—these family-oriented policies are much more important today than ever before because 60 percent of the mothers in this country with children under six are in the workforce—60 percent; 76 percent of all the mothers with school-age children are in the workforce; and 12 million families in America are exclusively maintained by working mothers. So these numbers require—give a little greater resonance, perhaps, and meaning to the presentation that's just been made.

I'd like to now call on Fran Rogers to talk a little bit about her company and what she's done with Work-Family Directions.

*[Fran Rogers cited her personal experience as a working mother who was not considered a serious employee due to accommodations she made for her asthmatic child. She described her efforts to manage her own small company, to support her employees, and praised the benefits of flexible management policies for larger businesses as well.]*

**The President.** Thank you.

I'd like to make two brief points. First of all, I think the odd concept of all these things as tools that other people use to make the most of their own lives and their family lives is a very helpful way of looking at this, because most people just want you to make it possible for them to make the most of their own lives.

I also should point out that, since Fran didn't explicitly say this for fear that at this meeting she'd look like she was hawking business, this company, Work-Family Directions, is based in Boston, they employ about 250 people, and they provide work and family referral services to larger companies, including child and elder care referrals, adoption referrals, and a number of other services. So she's seen this from the perspective, as she said, of both smaller companies and larger companies.

We should say the size of each of these companies, because I think that's important. Fel-Pro has about 1,700 employees, I think—is that right?

**Mr. Lehman.** With 2,000 in the Chicago area and 800 in other places.

**The President.** Yes, but in the Chicago area, it's about 2,000

**Mr. Lehman.** Yes, we have about 2,000.

**The President.** Now, our next panelist is famous to all of us who have children who love the environment and some of us who like to get out and around ourselves. Yvon Chouinard is the founder of Patagonia. And among other things, Patagonia devotes one percent of its sales to environmental projects and initiatives—something which, when Chelsea and I go Christmas shopping every year, she always reminds me when we decide what to do. *[Laughter]* So I'd like to ask Mr.

Chouinard to tell the story about his work-family benefits program and how it's worked into Patagonia's history.

**Mr. Chouinard.** Thank you, Mr. President. I'd feel a lot more comfortable on top of a mountain than here right now. *[Laughter]*

**The President.** Pretend that's where you are. *[Laughter]*

*[Yvon Chouinard stated quality products and quality customer service are linked to a quality workplace, quality of life for employees, and quality of life on the planet. He described the benefits offered by his company and cited its resulting low employee turnover rate of 4.5 percent.]*

**The President.** Thank you. Let me ask you, how many employees do you have?

**Mr. Chouinard.** We have 750 worldwide.

**The President.** And that includes the people that actually work in all the stores where Patagonia is sold?

**Mr. Chouinard.** That's right.

**The President.** One of the things that strikes me about—I don't know how many of you have ever been in one of their stores, but every time I go into one I feel like I'm in an evangelical mission because all the young people there—you can't get out of the store; it doesn't matter if you don't even buy anything—you get the line, you know, that the company is really sort of environmentally responsible and you should be, too. And they always give you something—do you do any work on that? I mean, do you actually work on getting these kids to learn how to speak that way or do they do it just because you set a good example? *[Laughter]*

**Mr. Chouinard.** Well, I think this type of thing can't be done from a desk somewhere in the part of the company that's called the Environmental Desk. It has to be driven all the way down to every single employee. It's part of everybody's job. So they were doing their job.

**The President.** Very impressive. Let me also say one other thing that—some of you, if you saw the State of the Union Address, you know that I mentioned what is now the very famous story of Malden Mills, the Massachusetts-based company that had a tragic fire and afterward the gentleman who owned

the company told the workers he was going to keep supporting them until they got up and going again. His name is Aaron Foyerstein, and he's here today, too, right out there. Stand up, sir.

The reason I brought it up now is that Patagonia had a 15-year relationship with them and when he made that announcement, Patagonia announced that they would not have any layoffs as a result of the loss of the customer and that they would continue to support each other until Malden Mills got up and going again. And I think that is also a very credible thing.

I'd like to ask the Vice President now, before we go on to the next topic, to talk about some of the things that are being done in the Federal Government to provide our public workers with access to family-friendly benefits. I must say that this is an area in which the Government has lagged behind, at least the most forward leaning private sector companies. And we've tried to do some things in this regard. I'd like for the Vice President to talk about it.

*[Vice President Gore discussed the National Performance Review's emphasis on flexible management approaches in the Federal Government and gave examples of the impact of family-friendly initiatives both on military personnel and public housing residents.]*

**The President.** Thank you very much, Mr. Vice President. Let me just make one comment here. I'll just invite your best ideas. The military now has about—I think about 60 percent of our personnel are married, and as we have downsized in the aftermath of the cold war we've had to think a lot more about what we need to do to support families. And a lot of times, you read something and you think, boy, this sounds great. For example, if we reduce the number of planned aircraft carrier battle groups—great, no cold war problem, we're going to save a lot of money.

One bottom line consequence is that we have to extend the average tour of duty of Navy personnel from 6 months to 9 months—that's a 50 percent increase in the time those Navy people will be away from their children, and we have to figure out how to deal with that. The Bosnia deployment—

the Vice President said it's a year—we try to make sure we could get everybody at least one break and sometimes two if they have family situations and need it; that's still a long time to be away from home. And this is in, you know, a time of peace, when it's hard to create this sense of national emergency for your children. They wonder, where is daddy and, in some cases, where is mom?

So this is a big challenge for us, and if any of you have any other constructive ideas about other things we can do, I'd personally be glad to have them because we're always looking for new ways to try to support an institution that really tries to live by family values but has been strained just by their duty to the rest of us as they exercise it.

I'd like to move on now to the second topic, which is maintaining a safe and healthy workplace, and start with Ralph Larsen, the chairman and CEO of Johnson & Johnson, the largest company so far represented here. They have something over 28,000 employees, anyway—maybe more, including two great plants in my home State. I should say that Johnson & Johnson has been repeatedly recognized for its innovative, family-friendly practices. But we want to ask, today, Mr. Larsen, to discuss the safety program and the efforts that they've promoted in employee wellness and what a safe and healthy workplace has done in terms of the costs to the company and in terms of the benefits.

Mr. Larsen.

*[Mr. Larsen described the safety and health program for Johnson & Johnson employees which had improved their safety performance by 80 percent since 1981.]*

**The President.** Thank you. Now I'd like to introduce Roger Ackerman, the Chairman and CEO of Corning, and Larry Benkowski who is the President of the American Flint Glass Workers Union, which represents the workers at Corning, to talk about their common experience. In October of 1995, Corning was awarded the Malcolm Baldrige National Quality Award. It's been recognized in many, many other ways. The company has, I believe, over 42,000 employees and has a unique perspective on safety and health and a very strong partnership with its workers.

And so I'd like to call on Mr. Ackerman and Mr. Benkowski to discuss their experience.

*[Mr. Ackerman described the safety program adopted by Corning which was instrumental in decreasing their accident rate by 50 percent. Mr. Benkowski described the goal-sharing plan and a program to evaluate medical facilities used by Corning to prevent safety and health problems and to assure high quality health care for their employees.]*

**The President.** Thank you very much.

**Mr. Ackerman.** You know, I didn't pay him to say any of that, by the way. *[Laughter]*

**The President.** You wrote each other's speeches. *[Laughter]*

Let me thank you and thank Ralph and Johnson & Johnson for your example and your words today. We have given a lot of thought to what we might be able to do in a positive way, rather than in a kind of a negative way, through the Occupational Safety and Health Administration, to make it possible for there to be more stories like the two you just heard.

And I'd like to ask the Vice President to take just a brief minute and explain what we tried to do with our experiment and with OSHA and what the results have been.

*[Vice President Gore stated that companies taking the kind of approach described by Mr. Ackerman and Mr. Larson should not be adversely affected by the safety and health system designed by the Government for companies that do not provide such programs. He then gave an example of the new approach that the President asked OSHA to adopt.]*

**The President.** Thank you very much. I'd like to go on now to the final topic of the first panel, and that's health and retirement security. And just to note what is obvious, that is, that over the last 10 years there has been a steady decline in the percentage of people in the work force who have been covered with employer-based health insurance; that the decline has been most pronounced among employees with the lowest levels of education and skills, probably in companies with the smallest profit margins; that there has been a similar change in retirement, although very often it was a change in the form of retirement from defined benefit to defined

contribution plans, but there have been other changes and also some loss of coverage.

In 1995, it was the first year in more than a decade that the percentage of people in the work force with health insurance tied to the job did not decline and that could be in part a result of the fact that the inflation rate in 1995 in health care insurance plans was below the general rate of inflation for the first time in a decade.

But at any rate, this is something that is an issue and a greater issue if you believe that people will change jobs more frequently over the course of the work life than they have in the past. So I wanted to call on, first, Howard Schultz, the chairman and CEO of Starbucks Coffee, a remarkable Seattle-based company that, doubtless, many, perhaps most of you, have frequented in some city or another in this country and I think they have—they're growing so fast. I don't know how many employees they have, but I know they have 9,000, maybe there are more—how many do you have now?

**Mr. Schultz.** Fifteen thousand.

**The President.** Fifteen thousand? This was put together last week. They're growing pretty fast. *[Laughter]* At any rate, Starbucks has been recognized for its rather extensive benefit program for the work force, including the scope of its health care plan. So I'd like for Mr. Schultz to talk about that.

*[Mr. Schultz stated that Starbucks was the first privately owned company to provide a comprehensive medical-dental, 401K, vision plan to all of their employees, including part-time employees, and to offer equity to all employees. He attributed their low attrition rate to the health care plan.]*

**The President.** I'd like to now call on David Guiliani, who is the chairman and CEO of Optiva Corporation—actually a fascinating company that was started less than a decade ago with a team of University of Washington scientists who developed a new electronic toothbrush that uses high frequency vibrations to remove plaque, something I care more and more about as I get older. *[Laughter]*

Mr. Guiliani.

*[Mr. Guiliani stated that productivity can be gained by choosing, motivating, and reward-*

ing the best employees. He described the health care, retirement, English language education, and free computer loan programs that they provided to their employees.]

**The President.** You were pretty modest, but tell us how fast you are growing.

**Mr. Guiliani.** We have been tripling each year, and we're now the number two brand in America in powered brushes, and we're a major exporter into Europe and Japan, where our product is marvelously popular.

**The President.** And how many employees do you have?

**Mr. Guiliani.** Three hundred.

**The President.** We don't need to discuss this here, but one of the things that I would like to know from you, I sent a package of proposed pension reforms to Capitol Hill, basically designed to make it easier for even smaller companies than yours to access the 401K program.

If you or any of the others out here, particularly from smaller businesses, have any suggestions about what else we can do to make this a more user-friendly option for companies, I would very much like to have it, because I think it's important. And there are things you can do that we have asked for Congress to support, and I believe that it has almost unanimous support, it's just a matter of time working it through. And one of the top three priorities of the White House Conference on Small Business—that will make these things much more user-friendly for self-employed people, small businesses, and then also help people when they move from business to business to maintain the fund, even if they're unemployed for a period of time. So if you or any of the others here have any suggestions about what further improvements we can make in that, I would certainly like to have it.

**Mr. Guiliani.** I'm sure the SBA could do very well with some conferences and seminars with small businesses participating, because everybody sees the value of starting 401K's early in the worker's life as well as the company's life.

**The President.** That's the next question I—you answered the next question. Do you believe—then I just want to make it explicit—do you think that the program is a little more accessible than some people

know, and that more people would use it if they knew more about it? Do you agree with that?

**Participant.** Absolutely.

**Participant.** We have no particular issues in setting it up quite early, I think when we were about a 100 people, probably.

**Participant.** Most of it is teaching people how to use it, understanding it.

**Participant.** Yes, it's the education process, I think.

**Participant.** Part of it is the name. Anything that has a 401K sounds like it's bad. [Laughter]

**Participant.** It's very bureaucratic.

**The President.** I wonder, before we take a brief break—we're going to take about a—I'm going to shorten the break, because we started a little late—about a 20-minute break. Before we take a break, before we start the next panel, I wonder if anyone else in the audience would like to make a comment about any of the three topics that were discussed here. And if you would, would you please just identify yourself and say whatever is on your mind.

**Participant.** [Inaudible]

**The President.** Let me ask before you sit down, why don't we just—we'll take about 10 minutes here. There are at least two other companies whose representatives I see out here who have no-layoff policies. If you can say in a minute or two, I'd like for anybody who's here who can say in a minute or two, if you have a no-layoff policy, how you've been able to maintain it—besides making a bunch of money.

And there is at least another company here that has had wide variations in their orders and has come up with some innovations in managing that problem to reduce layoffs. If you could just describe in a minute or two how you manage this problem, I'd—we'll just start with you, sir, and then we'll go with anyone else who wants to talk for a minute.

**Participant.** [Inaudible]

**The President.** Who would like to go next? Yes, sir. Go ahead.

**Participant.** [Inaudible]

**The President.** So as things go down, they share the work that's available with the same number of workers?

**Participant.** That's right. And nobody gets laid off. Could I just add one thing about 401K's? They're great, but couldn't we raise the limit a little bit? People could invest a little more.

**The President.** Thank you. You want to raise the limit. That's what you said? Okay. I'm told we're going to address some of this in the next panel, but I'll call on another person or two and then we'll break. Mr. Correnti.

And answer this question right: You can only talk about—you've got to talk about what you do in the down times as well as the up times, everybody. It's not fair to only talk about finding more business.

Go ahead.

*[John Correnti, Newcore Corporation, stated that the philosophy of his company in tough financial times is that employees and managers share in the pain of pay cuts or shortened work weeks together. As the result they have developed employee trust and loyalty and turn over is so minimal that you practically have to be willed a job in one of their plants.]*

**The President.** I can personally vouch for the truth of that last assertion. *[Laughter]*

I think what we should do now is take a little break. I think the panelists were terrific, and I think that this is a very good panel. I can't wait for the next one. So I'm going to start—it's now 1:15 p.m.—I'm going to start at 1:35 p.m., in 20 minutes. We're adjourned briefly.

Give them all a hand. *[Applause]*

NOTE: The President spoke at approximately 11:30 a.m. in Gaston Hall at Georgetown University. In his remarks, he referred to Rev. Leo J. O'Donovan, S.J., president, Georgetown University, who introduced the President.

## Remarks During Panel II of the White House Conference on Corporate Citizenship

May 16, 1996

**The President.** Thank you, Dean. Thank you very much, Dean.

The last panel will cover the last two elements in corporate citizenship, training and

investment in employees and partnerships with employees. And so, I'd like to begin here discussing training and investment in employees. And the first company and the first presenter will be Mike Plumley, the chairman and CEO of the Plumley Companies.

*[Mr. Plumley described the growth of his business manufacturing rubber products for the automotive industry from 25 employees in 1967 to 1,400 at present and said that foreign competition inspired him to begin using statistical process control techniques. This was the beginning of a major educational effort which has continued to expand to presently include a GED program, 140 courses, a learning center at Plumley Companies, and a goal of 40 hours of formal education a year for each employee. Mr. Plumley said that his business has won four Total Quality Excellence Awards, and education was the basis of his success.]*

**The President.** Thank you very much. Let me ask you one question. When you brought the teachers onto the premises of your factory to teach the GED programs, did the workers, did they take those classes either before or after their shift started? Is that when they did it?

**Mr. Plumley.** The GED program was after the shift. And it's a voluntary.

**The President.** And did you have to pay for that or did the State provide the service?

**Mr. Plumley.** No, we paid the instructors ourselves, the teachers from the local high school.

**The President.** When I was—back when I had another life, when I was Governor, we started a program where we actually sent GED instructors to any work site with more than 100 employees. And I was stunned by the number of people who wanted it, still needed it, and it seemed to work very well. But I applaud you for doing that.

Our next presenter is the chairman and CEO of Cummins Engine Company, Mr. Jim Henderson.

*[Mr. Henderson said that Cummins Engine Company was the largest diesel engine producer in the world, employing 24,000 people in 40 plants worldwide. Growing out of a labor dispute 24 years ago, the company com-*

mitted itself to two principles: first, establishing a good relationship with all employees based on trust, open communications, and genuine problemsolving and second, investing in shop floor workers, giving them great responsibility for planning their work and for improving results for their customers. This meant extensive investment in training. He went on to relate how they had to close a plant in the late eighties because of foreign competition but reopened it in the early nineties with a strong partnership with plant workers. The relationship has proven a solid success.]

**The President.** Thank you. Thank you very, very much.

Our third company dealing with this issue of training and investment in employees is Cin-Made Company and Bob Frey, the president, is here. I'd like to call on him now to speak.

[Mr. Frey said that his mission was to make money and empower his employees to act as company owners and make money for themselves, sharing risks and rewards. He uses a skill-based pay system which pays employees for additional skills acquired. The system is completely administered by the workers themselves, so they basically decide how to pay themselves. Ultimately, Cin-Made trains workers to be managers and all managers to be workers, blending the work force together so it's one unit.]

**The President.** Thank you. I believe you could sell that position. [Laughter] Good for you.

Now, moving along in our story of partnerships with employees, we have a particularly unique example in Republic Engineered Steels. I want to call on Russ Maier, the chairman and CEO, and then he'll be followed by Dick Davis, vice president of United Steel Workers. And they'll tell you the story of Republic Engineered. It's a good story.

[Mr. Maier and Mr. Davis told of how Republic Engineered Steels forged an alliance with the United Steel Workers, which reached from the board of directors to the shop floor. When Republic's parent company went bankrupt in the late eighties, management, with the support of the United Steel

Workers, bought the assets, making it 100 percent employee-owned. When the employees owned the operation, they began to learn about the shareholders end of the business, and that was the beginning of a major educational effort which ultimately led to greater employee involvement in cost cutting and efficiency measures that made the company truly competitive.]

**The President.** Thank you. I can't let you go—both of you—without asking you what is clearly the obvious question which is, do you believe that what you have done and how you have done it could be made to work just as well in a setting in which the company is not employee-owned? And if so, would there have to be some other kinds of incentives for the employees? Would there have to be some other kind of compensation scheme or something that would help to kind of recreate the conditions which exist from the get-go when it's an employee buyout on the front-end? I'd like to just hear both of you comment on that.

[Mr. Davis said that other members of the panel had shown that other models are possible, and he believed more will evolve. Mr. Maier said that he would like to see every company have an element of employee ownership, adding that a new system must align compensation systems and reward systems.]

**The President.** Thank you very much.

The next person I want to call on is a 40-year veteran of a company that may be the only company represented in this room that I feel comfortable in saying we have probably, every single one of us, been a customer of. Mr. Arney Langbo, the chairman of the Kellogg Company. [Laughter]

[Mr. Langbo said that in responding to global challenges, the Kellogg Co. tried to find solutions that were good for both shareholders and employees, and when faced with a need to reduce capacity and improve efficiency, the company's strategy was implemented through a consultative process, a negotiated agreement with their employee union. Faced with oversupply of workers in some factories, the company implemented a practice of large-scale transfer of workers to factories in need

*of workers in other parts of the country. The strategy worked so effectively that there were more jobs open than employees who chose to transfer, so in effect, no employee lost a job.]*

**The President.** Thank you very much.

I might say, just sort of by way of information background, that the ESOP concept was established in 1974, and since then, the number has grown from 200 to over 10,000. And there are an estimated 12 million ESOP participants that own \$60 billion in stock in this country now.

Participation in deferred profit-sharing plans has grown from 8.4 percent of the work force in 1980 to 18.3 percent in 1991. That's the last year for which we have any figures. But you can see that this is not an insubstantial percentage of the American people that are out there working in these kinds of environments.

And again, I think it's important to point out, because we nearly never hear anything about it, that there are literally millions of people out there working in partnerships trying to make their companies more profitable, their lives better, and their country stronger. I think it's worth pointing out.

I thank you, sir, very much. If I might ask you one just brief question because it leads in—I want to ask the Vice President to speak after you about an issue which has been a difficult one for us, and that is how we handle the downsizing of the Federal work force, because I think it's quite interesting. You hear a lot of talk about downsizing in the private sector and how bad it is. I guess that the United States Government in the last 3½ years had been the biggest downsizer in the country. And I know that you had to have a modest one at Kellogg. I'd like you to just explain how you handled it, if you might very briefly.

*[Mr. Langbo said that the Kellogg Company's traditional approach was working through attrition to reduce staff, but in recent cut-backs, they needed something more. Management sat down with the union and discussed different approaches and were able to use voluntary transfers as an alternative to involuntary severances. He concluded that recent changes in accounting laws no longer allow*

*deductions for employee education which must result in reduction in the educational component of the company's operations.]*

**The President.** Thank you very much for that. I didn't know that.

There's another related issue which is that the tax—the nontaxability to the employee of employer expenditures on education has historically been \$5,250. It lapsed, and it's in the process, we hope, of being reenacted. But there are certain restrictions on it which I think are excessive, although they cover most—they don't cover all of the kinds of educational programs that employers would like to do for employees, especially if there might be a downsizing, because the restriction now says that the educational benefits paid by the employer up to \$5,250 a year are not taxable to the employee if they're necessary to retrain for the existing job or to train for another job in the company, up the hierarchy. If it's sort of an off-line education program, if you will, it's not covered.

In addition, in the reenacting, if the Congress—the Ways and Means Committee apparently has proposed to eliminate graduate education, which I think is a big mistake as it applies to higher tech companies. I hope we can still get a change in that. But in my view, we need that reenacted with the broadest possible meaning, because that also really matters to the employees, especially if they might be facing another downsizing. And we have proposed—we're going to send a note up to the Hill which also gives a little extra credit to the smaller businesses that may not be able to afford to undertake this, because I think it's a very good—a big thing. And I will look into this accounting tax issue. I didn't know anything about it. Thank you.

Mr. Vice President.

*[The Vice President said that when they began the National Performance Review, they looked into 50 earlier efforts to reorganize the Federal Government and none of them had approached Federal employees for input, which was the first thing that the National Performance Review had done. In the process, they discovered many strong ideas which they incorporated into the downsizing and quality improvement efforts. He indicated that the effort has reduced the Federal*



*Government by 270,000 employees, using methods such as buy-outs, voluntary retirements, attrition, and hiring freezes. None of this would have been possible without a strong labor-management partnership. The idea came from a meeting of business leaders in 1993, which resulted in the establishment of the National Partnership Council. The Vice President then discussed several examples of the new cooperative relationship with the Federal Government and examples of excellence in quality service. He said that they were encouraging employees to take risks to make things better and concluded in saying that they were trying to establish an unprecedented trust level with Federal employees.]*

**The President.** I know you may think that the Vice President sounds like a shameless booster—[laughter]—but we're pretty proud of what these Federal employees have done. And they did it at a time when they were being routinely condemned and held up as an object of ridicule.

And I might just say that there are companies—there are some really successful companies in this room today that started out with an SBA loan. So before I sign off and go to our last participant, I'll just take the SBA. Three and a half years ago, they had a loan form that was an inch thick; now it's a page long. Three and a half years ago, they took 6 weeks to give you an answer; now it's 72 hours. Their budget has been cut by something like 25 percent, and they've doubled the loan volume.

So it's simply not true that public service is not capable of operating at a very high level of productivity and quality based on pride and partnership of the workers. And so I'm very proud of them. And the Vice President deserves a lot of credit for the work he's done on this.

Our last presenter also has a rather astonishing story to tell. He's the CEO of United Airlines, Gerry Greenwald.

Gerry.

*[Mr. Greenwald said that United has 80,000 employees worldwide, and the majority of stock is now held by employees. United, he said, was trying to pass two tests: the first was to be profitable; the second was to be a good place to work. He said that United*

*has a no-layoffs policy, but they approach it by not allowing the company to get too large to begin with. The result of the policy is that now the employees are looking for operational efficiencies without fear of layoffs and making the company more competitive. Further, managers and employees are now looking for things that could be handled more effectively by outsiders because they do not feel threatened. He concluded in saying that employees' stock options can only be converted to usable cash in very limited circumstances and that he hoped that would change.]*

**The President.** Let me say, as far as I know, you're the first person who ever told me that about the ESOP, that ever presented that as a problem, and I'll be glad to look into that.

Secondly, as you doubtless know, our trade office has spent untold hours in airline negotiations trying to open new routes and be willing—taking on all comers, saying, "If you want more routes in America, let's just have totally open competition." We can't find any takers for that, because the American airlines are so much more productive and competitive than anywhere in the world, and it's a real tribute to you and to the others in that business. But we will continue to work on that.

Let me say, I'd like to—we've got a couple of minutes here, and I'd like to open the floor again to comments, but I do want to say that one of the most heartening things that's come out of this today for me is to hear so many of you say that the job security of your employees is a goal of yours and that you believe in it and that it matters to you and that you believe that you can withstand the cycles of the market and still by and large preserve it, recognizing that from time to time, there will be significant problems that will cause some companies to have to downsize. The fact that it is a goal its companies are trying to preserve and pursue, I think is very important and especially publicly traded companies who are under enormous pressure to keep their quarterly review of their stock prices up. This is very encouraging to me.

Would anyone like to comment on this whole issue of partnership in training and investment?

Mr. Harman?

[Sidney Harman, CEO of Harman International, said that he believed the central theme of the meeting was that there are many techniques to reach the desired end, that to be competitive, we must be productive, but that people would not advance productivity at the price of their jobs, and that the ultimate challenge was to increase workplace security. He concluded by joking that it took 6 months to make up lost productivity due to the President's visit to the Northridge, CA, plant.]

**The President.** All right. I'm going to call on you. Let me just make one very brief comment. It was worth it. It was a great day. The thing that I liked about what you had done is that it seemed to me that you were in a market where you could not possibly control dramatic fluctuations in the orders that were coming in. And yet, it was clearly not in your interest, both from a human point of view and from an economic point of view, to have to keep bouncing these workers on and off like a basketball or having them on a yo-yo string.

And so you were actually able to create a whole alternative way of working for them that was just purely ancillary to your primary mission, but it had the effect of allowing you to pursue the goal that the gentleman at Lincoln Electric has set for his company and held to. And I think it's very impressive. And I would think a lot of companies that have similar circumstances would want to take a look at how you did it, because they would save a lot of energy and productivity and loyalty for their company if they could do the same thing.

Yes, sir. And then there were two more back here. Go ahead.

**Participant.** [Inaudible]—once every 4 years we lose an enormous amount of productivity, so I can relate to your point. [Laughter]

**The President.** Especially when I was up there. [Laughter]

[The participant said that there is a good deal of data correlating top- and bottom-line productivity to the kinds of practices expressed in the day's conference. He added that such hard data could be used as a basis for giving

incentives to businesses to pursue the methods discussed at the conference. He concluded by suggesting that a task force be set up to create incentives for businesses to allocate a certain percentage of profits for training, another percentage for employee ownership or a basic benefits program for elderly or child care assistance.]

**The President.** Thank you.

Two back here. You and then you and then the gentleman in the corner.

[A participant said the type of employment his fast food company offers is not lifetime employment but that his company was concerned about the mental, emotional, and psychological security of its employees. He said that one area that needed Government attention was in providing the flexibility which would allow his employees to have portable health, pension, and other benefits, thus preserving the economic benefit of the years they spent in those jobs.]

**The President.** Thank you very much.

There's a gentleman back there in the corner. While you're passing the microphone back, I just want to sort of support that and say that, if you look at the Kassebaum-Kennedy bill which passed the Senate 100 to 0—which is the sort of thing we ought to be doing in this country, I mean, obviously we've got a manifest need like that. It doesn't solve all the problems, but at least it will make portability the rule rather than the exception, and it will make available insurance, even if it's expensive now, for people who have had someone in their family who is ill.

And then the next big challenge will be to make sure that those of you who are in tough margin and, particularly, smaller businesses are able to get into really, really large pools of purchasers so that people who have a pre-existing condition don't have to get soaked on their premiums because the impact on everybody else is so negligible. And we'll just have to do this one step at a time, but we've got to pass the Kassebaum-Kennedy bill first so that we can get to that next step. And when we do, I think it will make a huge difference in stabilizing the whole work situation for people in these smaller companies and where that job is the first stop

on the way to, hopefully, an even better future.

Thank you very much for what you said. Yes, sir.

*[A participant said that corporations blame the financial markets for the need to downsize and asked if it would be possible to create new financial instruments that take into account certain social goals.]*

**The President.** Would anyone like to take a crack at that, what he said about the—[laughter]—Gerry?

*[Mr. Greenwald said that he wanted to clarify an earlier point when a participant said that there is clear evidence that, if you do the right thing, you become a more profitable company. He said he did not believe that Wall Street analysts or institutional investors believe that, because if they did, they would not reward instant massive layoffs as they do today. He added that the challenge is to demonstrate that it's a fact, that if we can do so, Wall Street will respond.]*

**Participant.** Instant massive layoffs means that management has failed.

**The President.** Let me just follow up on both of those comments. Look—and let's talk about this—people make mistakes. The President even makes a mistake now and then. [Laughter] People make mistakes. And sometimes—and the world changes sometimes. Sometimes a decision that was good this year looks pretty bad next year because things that you couldn't foresee change.

Now if that happens and you're running a really big company, and let's say two out of six divisions of it no longer make sense for you to be running and you want to have a no-layoff policy, and maybe you shouldn't have gotten into all these things that you got into when it looked like a profitable thing, at least from a financial transaction point of view to do, how do you get the time from the markets and from your board to make the transition? Maybe if you had 3 years, you could figure out something for all these people, and then you wouldn't have to lay them off.

I mean, I think that's the thing that plagues me, you know. I think over the long run the markets make pretty good judgments. I don't

think you can stay very strong in the market over the long run if you're not producing a quality product or service that somebody wants to buy. But I think what has happened is, as these markets have become more global and our ability to move money around just like this—and the people who are moving it make money based on quarterly returns and also based on how many transactions are churned, it really forces people who are in a tight, in the near-term at least, to make decisions that seem draconian. I mean, at least that's what it seems to me.

And is there a fix for that? I mean, is there something that can be done about that, even if it's no more than—to go back to the question the gentleman asked—even if it's no more than changing the attitude of the people that are making those judgments? Because my perception is that some of these managers are under extreme market pressure in a dimension for short-term results that was not the case even a few years ago.

That's my perception. And I would like—anybody else want to comment on that? This is a tough issue.

**Participant.** I think that's true, Mr. President. And also there are other factors at work, too, that in this day of increased corporate governance today—boards, I think, are looking for more of that, not only the financial markets, but there are higher levels of expectations with boards of directors. I'm not sure it's all bad. Is it good or bad?

**The President.** Well, I think the point they were making is, if you could be more reluctant to have layoffs because you knew that these folks could be made productive if you had time to do it, are you robbed of the time to do it if you're market-dependent on a quarterly basis? I think that's—to go back to our friend, again, from Lincoln Electric, if you stick with your mission and you stick with your mission over decades and then you broaden your production line or you broaden your services, sort of flowing naturally out of your mission, this might not have ever happened to you. But if, in the last 15 years, you have got into expansions that were basically adopting unrelated or tenuously related enterprises, then you are liable to get caught on one of these whipsaws. And I think

that's some of what we have seen here in some of the most highly publicized ones.

Sidney, what were you going to say?

*[Mr. Harman said that not too long ago it would have been impossible to assemble a group of chief executive officers to discuss the material they had covered today and added that there may still be hope for Wall Street. He indicated that one Wall Street CEO had invested in Harman International because he thought they were a model and he sees value in what the conference was discussing today.]*

**The President.** If I might just make one other point, then I want to call on the lady over here in the corner; then we have to adjourn. Earlier today—maybe it was this morning at breakfast, someone said, the enemy is us. And some of our representatives of the unions here were laughing about it because, of course, the employees' pension funds are among the biggest investors in the stock markets. And if they invest in mutual funds, let's say, their money managers are trying to get the highest return they can for the pension, and perversely, they could be undermining the employment stability of the very people whose retirement they're trying to protect. At least that is arguable.

But if you want the people who are representing you—this is something, it seems to me, that would be really a worthwhile discussion and maybe we could put one together for corporate executives and the union folks and the people in the middle, the people that are supposed to make these investment decisions that you asked about, sir. You see, you gave us a topic for a whole other day. *[Laughter]*

But I mean, I think, these markets, on balance, have served us all very well over time. And so we have to be reluctant to mess them up. But on the other hand, when the incentives get a little out of whack, we have to—we ought to look at it. And I think—anyway, I'll pursue it, and I'll followup with you all.

Yes, ma'am.

*[A participant said she worked with small corporations and that they believe corporate citizenship to be a luxury item, something that you can afford as you get to be bigger. She suggested that any followup conference*

*stress that good corporate citizenship is essential for any size company.]*

**The President.** Thank you. And I agree with you. And I would, you know, just point out we have had some companies represented on this platform today that have under 100 employees. And we have even more in the audience. And all of them have various stories to tell. So I think that it is more important, but that's one place where the Government should come in. You know, if there is a particular policy that is more difficult for a small company than a large company to implement, then maybe that's the place where we ought to have a little extra incentive on, for example, extra educational benefits or something like that.

Well, this has been an amazing day for—certainly for me. I hope you think it has been worth your time. I thank you all for coming. I thank you for your support of the idea that we do have responsibilities to one another in the workplace, and that if we fulfill them in the appropriate way, more money will be made, the free enterprise system will be stronger, more jobs will be created, and America will be a better place.

There will be, I assure you, some followup with all of you on this conference, and we'll try to determine where we go from here. but let me say I called this conference for two reasons. One is I wanted to change the perception that there were no companies in America that cared about the employees and that were sticking up for them and trying to do right by them. And the second is, I wanted to change the reality, where we could, by using the good examples here to influence people in the rest of the economy.

I believe today we have gone some significant way toward both of those objectives, and I think there are some other things we can do. Again, I want to thank the executives who have agreed to serve on the board for the Ron Brown award, and we will follow up on that as well.

Thank you all for coming, and we will be back in touch. Thank you very much.

NOTE: The President spoke at approximately 2:10 p.m. in Gaston Hall at Georgetown University. In his remarks, he referred to Robert Parker, dean, Georgetown University school of business. A por-

tion of the President's remarks could not be verified because the tape was incomplete.

## **Remarks on the Antipersonnel Landmines Initiative**

*May 16, 1996*

### **Death of Admiral Jeremy M. Boorda**

**The President.** Thank you very much. Please sit down. I want to thank the members of the veterans organizations who are here. General Jones, thank you for your presence. All the members of the administration and, especially, I'd like to thank Secretary Perry and the Joint Chiefs who are here, not only for their presence and their help on this policy but for their determination to go forward with this announcement on this very difficult afternoon for all of us.

I want to begin with a word about Admiral Mike Boorda, our Chief of Naval Operations, who died this afternoon. His death is a great loss, not just for the Navy and our Armed Forces but for our entire country. Mike Boorda was the very first enlisted man in the history of our country to rise to become Chief of Naval Operations. He brought extraordinary energy and dedication and good humor to every post he held in a long and distinguished career. From Southeast Asia to Europe, he devoted his life to serving our Nation.

I am personally grateful for the central role he played in planning our mission in Bosnia, both when he commanded our forces in Southeastern Europe and later when he came here to Washington. He was known for his professionalism and skill. But what distinguished him above all else was his unwavering concern for the welfare of the men and women who serve the United States in our Navy. We will all remember him for that, and much else.

Our hearts and prayers go out to his family, to his wife, Bettie, and his children, David, Edward, Anna, and Robert. And I'd like to ask everyone to just join me now in a moment of silence in memory of Admiral Mike Boorda.

*[At this point, a moment of silence was observed.]*

**The President.** Amen.

### **Antipersonnel Landmines**

Today I am launching an international effort to ban antipersonnel landmines. For decades the world has been struck with horror at the devastations that landmines cause. Boys and girls at play, farmers tending their fields, ordinary travelers—in all, more than 25,000 people a year are maimed or killed by mines left behind when wars ended. We must act so that the children of the world can walk without fear on the earth beneath them.

To end this carnage, the United States will seek a worldwide agreement as soon as possible to end the use of all antipersonnel landmines. The United States will lead a global effort to eliminate these terrible weapons and to stop the enormous loss of human life. The steps I announced today build on the work we have done to clear mines in 14 nations, from Bosnia to Afghanistan, from Cambodia to Namibia. They build as well on the export moratorium on landmines we have observed for 4 years, an effort that, thankfully, 32 other nations have joined.

To pursue our goal of a worldwide ban, today I order several unilateral actions. First, I am directing that effective immediately, our Armed Forces discontinue the use of all so-called "dumb" antipersonnel mines. Those which remain active until detonated are cleared. The only exception will be for those mines required to defend our American troops and our allies from aggression on the Korean Peninsula and those needed for training purposes. The rest of these mines, more than 4 million in all, will be removed from our arsenals and destroyed by 1999.

Just as the world has a responsibility to see to it that a child in Cambodia can walk to school in safety, as Commander in Chief, my responsibility is also to safeguard the safety, the lives of our men and women in uniform. Because of the continued and unique threat of aggression in the Korean Peninsula, I have therefore decided that in any negotiations on a ban, the United States will and must protect our rights to use the mines there. We will do so until the threat is ended or until alternatives to landmines become available.

Until an international ban takes effect, the United States will reserve the right to use

so-called "smart mines" or self-destructing mines as necessary, because there may be battlefield situations in which these will save lives of our soldiers.

Let me emphasize, these smart mines are not the hidden killers that have caused so much suffering around the world. They meet standards set by international agreement. They destroy themselves within days, and they pose virtually no threat to civilian life once a battle is over. But under the comprehensive international ban we seek, use of even these smart antipersonnel mines would also be ended.

We're determined that lands around the world will never again be sown with terror. That is why I will propose a resolution at the 51st United Nations General Assembly this fall, urging the nations of the world to support a worldwide ban on landmines. I have instructed Ambassador Albright to begin work now on this resolution.

Third, while the exceptions I have mentioned are necessary to protect American lives, I am determined to end our reliance on these weapons completely. Therefore, I am directing the Secretary of Defense to begin work immediately on research and development of alternative technologies that will not pose new dangers to civilians.

Fourth, as we move forward to prevent the minefields of the future, we must also strengthen the efforts to clear those that still exist today. At this moment, unbelievably, some 100 million mines still lie just beneath the earth in Europe, in Asia, in Africa, and in Central America.

To help end the anguish they cause, the Department of Defense will expand its efforts to develop better mine detection and mine-clearing technology for use in the many countries that are still plagued by mines. We will also strengthen our programs for training and assisting other nations as they strive to rid their territory of these devices. For these efforts, as well as those to develop alternatives to antipersonnel mines, we will assure sufficient funding. I will personally work with Congress on this issue.

Many have worked to bring us to this moment. I especially want to say a word of thanks to Senator Patrick Leahy of Vermont. Although I know he has differences with our

approach, his dedication and his moral leadership on this issue have played a vital role in alerting the conscience of our Nation to the suffering that landmines cause. I also want to thank the many nongovernmental organizations that have worked so hard to put this issue at the top of the international agenda.

As we turn to the task of achieving a worldwide ban, we must work together, and we will be successful. Let me say, again, I greatly appreciate the time and the energy that General Shalikashvili and the Joint Chiefs have devoted to this important issue over the last few months. It may take years before all the peoples of the world feel safe as they tread upon the Earth, but we are speeding the arrival of that day with the decisions announced today. I will do everything I can to implement them all, including the international agreement to ban all antipersonnel mines, as quickly as possible.

Now, I think it is important to turn the microphone over, first to Secretary Christopher and then Secretary Perry to finish the presentation.

NOTE: The President spoke at 4:27 p.m. in Room 450 of the Old Executive Office Building. In his remarks, he referred to Gen. David Jones, USAF (Ret.), former Chairman of the Joint Chiefs of Staff.

## **Message to the Congress on Iran**

*May 16, 1996*

*To the Congress of the United States:*

I hereby report to the Congress on developments since the last Presidential report of November 28, 1995, concerning the national emergency with respect to Iran that was declared in Executive Order No. 12170 of November 14, 1979. This report is submitted pursuant to section 204 of the International Emergency Economic Powers Act, 50 U.S.C. 1703(c). This report covers events through March 1, 1996. My last report, dated November 28, 1995, covered events through September 29, 1995.

1. Effective March 1, 1996, the Department of the Treasury's Office of Foreign Assets Control ("FAC") amended the Iranian Assets Control Regulations, 31 CFR Part 535

("IACR"), to reflect changes in the status of litigation brought by Iran against close relatives of the former Shah of Iran seeking the return of property alleged to belong to Iran (61 *Fed. Reg.* 8216, March 4, 1996). In 1991, Shams Pahlavi, sister of the former Shah of Iran, was identified in section 535.217(b) of the IACR as a person whose assets were blocked based on proof of service upon her in litigation of the type described in section 535.217(a). Pursuant to that provision, all property and assets located in the United States within the possession or control of Shams Pahlavi were blocked until all pertinent litigation against her was finally terminated. Because the litigation has been finally terminated, reference to Shams Pahlavi has been deleted from section 535.217(b). A copy of the amendment is attached to this report.

2. The Iran-U.S. Claims Tribunal, established at The Hague pursuant to the Algiers Accords, continues to make progress in arbitrating the claims before it. Since my last report, the Tribunal has rendered one award, bringing the total number to 567. The majority of those awards have been in favor of U.S. claimants. As of March 1996, the value of awards to successful U.S. claimants from the Security Account held by the NV Settlement Bank was \$2,376,010,041.91.

In February 1996, Iran deposited funds into the Security Account, established by the Algiers Accords to ensure payment of awards to successful U.S. claimants for the first time since October 8, 1992. The Account was credited \$15 million on February 22, 1996. However, the Account has remained continuously below the \$500 million balance required by the Algiers Accords since November 5, 1992. As of March 1, 1996, the total amount in the Security Account was \$195,370,127.71, and the total amount in the Interest Account was \$37,055,050.92.

Therefore, the United States continues to pursue Case A/28, filed in September 1993, to require Iran to meet its obligations under the Algiers Accords to replenish the Security Account. Iran filed its Statement of Defense in that case on August 30, 1995. The United States filed a Reply on December 4, 1995. Iran is scheduled to file its Rejoinder on June 4, 1996.

3. The Department of State continues to present other United States Government claims against Iran and to respond to claims brought against the United States by Iran, in coordination with concerned government agencies.

In November 1995, Iran filed its latest Response concerning the United States Request to Dismiss Certain Claims from Case B/61. The United States had filed its Request to Dismiss in August 1995 as part of its consolidated submission on the merits. Iran had previously filed its initial response in July 1995, and the United States filed a reply in August 1995. Case B/61 involves a claim by Iran for compensation with respect to primarily military equipment that Iran alleges it did not receive. Iran had sought to purchase or repair the equipment pursuant to commercial contracts with more than 50 private American companies. Iran alleges that it suffered direct losses and consequential damages in excess of \$2 billion in total because of the United States Government refusal to allow the export of the equipment after January 19, 1981, in alleged contravention of the Algiers Accords. Iran's November 1995 filing failed to show why the Tribunal should not dismiss immediately certain duplicative or otherwise improperly pleaded claims from Case B/61.

In December 1995, the Department of State represented the United States in hearings before the Tribunal on two government-to-government claims. In the first, Chamber Two heard oral arguments in Case B/36, the U.S. claim against Iran for its failure to honor debt obligations created by the sale of military surplus property to Iran shortly after the Second World War. In the second, also before Chamber Two, the Department of State presented the U.S. defense in Case B/58, Iran's claim that the United States is liable for damage caused to the Iranian State Railways during the Second World War.

In January 1996, in Case B/1 (Claims 2 & 3), Iran filed its Rebuttal Memorial Concerning Responsibility for Termination Costs, along with 20 volumes of exhibits and affidavits. In this briefing stream, the Tribunal is asked to decide whether Iran or the United States is liable for the costs arising from the termination of the U.S.-Iran For-

eign Military Sales program after Iran's default and its subsequent seizure of the U.S. embassy in Tehran in 1979. The United States is currently preparing a comprehensive response to Iran's brief.

In February 1996, the Departments of State and Justice represented the United States in a hearing before the full Tribunal in a government-to-government claim filed by Iran. Case A/27 is an interpretive dispute in which Iran claims that the United States is liable under the Algiers Accords for Tribunal awards issued in favor of Iran against U.S. nationals. The United States maintains that its obligation under the Algiers Accords is satisfied by the availability of domestic judicial procedures through which Iran can enforce awards in its favor.

Also in February 1996, Iran and the United States settled Iran's claims against the United States filed before the International Court of Justice concerning the July 3, 1988, downing of Iran Air 655 and certain of Iran's claims against the United States filed before the Iran-United States Tribunal concerning certain banking matters. The cases in question were dismissed from the International Court of Justice and the Iran-United States Tribunal on February 22, 1996. The settlement, *inter alia*, fulfills President Reagan's 1988 offer to make *ex gratia* payments to the survivors of the victims of the Iran Air shootdown. The survivors of each victim of the Iran Air shootdown will be paid \$300,000 (for wage-earning victims) or \$150,000 (for non-wage-earning victims). For this purpose, \$61 million was deposited with the Union Bank of Switzerland in Zurich in an account jointly held by the New York Federal Reserve Bank, acting as fiscal agent of the United States, and Bank Markazi, the central bank of Iran. Of an additional \$70 million in the settlement package, \$15 million was deposited in the Security Account established as part of the Algiers Accords. The remaining \$55 million was deposited in an account at the New York Federal Reserve Bank, from which funds can be drawn only (1) for deposits into the Security Account used to pay Tribunal awards to American claimants or for the payment of Iran's share of the operating expenses of the Tribunal, or (2) to pay debts incurred before the date

of settlement and owed by Iranian banks to U.S. nationals. Under the terms of the settlement, no money will be paid to the Government of Iran.

4. Since my last report, the Tribunal has issued one important award in favor of a U.S. national considered a dual U.S.-Iranian national by the Tribunal. On November 7, 1995, Chamber Three issued a significant decision in Claim No. 213, *Dadras Int'l and Per-Am Construction Corp. v. The Islamic Republic of Iran*, awarding a dual national claimant \$3.1 million plus interest for architectural work performed for an Iranian government agency developing a housing complex outside Tehran, Iran.

The Tribunal held hearings in four large private claims. On October 23-27, 1995, Chamber One held a hearing in Claim No. 432, *Brown & Root, Inc. v. The Iranian Navy*, involving contract amounts owned in connection with the construction of the Iranian Navy Chahbahar and Bandar Projects in Iran. On January 18-19, 1996, Chamber One held a second hearing in claim Nos. 842, 843, and 844, *Vera Aryeh, et al. v. The Islamic Republic of Iran*, in which allegations of fraud and forgery were considered. Finally, the United States Government filed a Memorial on the Application of the Treaty of Amity to Dual United States-Iranian Nationals in three private claims before the Tribunal: Claim No. 485, *Riahi v. The Islamic Republic of Iran*, in Chamber One on January 29, 1996; Claim No. 953, *Hakim v. The Islamic Republic of Iran*, in Chamber Two on February 27, 1996; and Claim 266, *Aryeh, et al. v. The Islamic Republic of Iran*, in Chamber Three on February 29, 1996. The Memorial argues that a good faith interpretation of the ordinary meaning of the 1955 Treaty of Amity leads to the conclusion that it protects all persons deemed to be U.S. nationals under U.S. laws when they undertake activities in Iran, regardless of whether they also possess another nationality.

5. The situation reviewed above continues to implicate important diplomatic, financial, and legal interests of the United States and its nationals and presents an unusual challenge to the national security and foreign policy of the United States. The Iranian Assets Control Regulations issued pursuant to Exec-



utive Order No. 12170 continue to play an important role in structuring our relationship with Iran and in enabling the United States to implement properly the Algiers Accords. I shall continue to exercise the powers at my disposal to deal with these problems and will continue to report periodically to the Congress on significant developments.

**William J. Clinton**

The White House,  
May 16, 1996.

### **Remarks at the Inter-American Dialogue Dinner**

*May 16, 1996*

Please, sit down and relax. Thank you. Good evening, ladies and gentlemen. Thank you for the very warm welcome. To our distinguished head table guests, former Secretary-General Javier Perez de Cuellar, President Arias, Secretary Vance, Minister Lampreia, President Iglesias, Mr. Ambassador. To Peter Bell and Alejandro Foxley; my good friend and adviser on Latin America, Mack McLarty; Peter Hakim, and of course, to our distinguished friend, Mr. Linowitz.

For 14 years, the Inter-American Dialogue has played a leading role in framing the debate on issues that really matter to the peoples of our hemisphere. As we enter a period of even closer cooperation in the Americas, I'm delighted that the Inter-American Dialogue is also intensifying its work.

I'm especially pleased that you're carrying forward your efforts with the creation of the Inter-American Dialogue's Saul Linowitz Forum. By honoring Saul you have paid a fitting tribute to the extraordinary, extraordinary service that this great American and citizen of the world has rendered. In a lifetime devoted to the public, Ambassador Linowitz has helped to foster peace, cooperation and partnership between the United States, the nations of the Americas and other nations around the world.

Saul has led here at home as well, working to confront the problems of racism, urban decay, and poverty. And he's called his own

profession of law to a higher sense of duty. As the chair emeritus to the Inter-American Dialogue, he continues to make a difference, to promote the exchange and understanding that we need to bring our hemisphere closer together so that all of our people are more prosperous and secure.

In 1967, Saul Linowitz organized the United States participation in the Punta del Este Summit which became the model of the Summit of the Americas that we held in Miami in 1994 that Mr. McLarty and Hattie Babbitt and so many others in this room in our administration worked so very hard on.

At the Miami summit, the nations of our hemisphere agreed on the challenges we must face together, in opening our markets, strengthening our democracies, protecting our shared environment against pollution. And we developed a program to do all that and more so that our region can become more prosperous, more secure, and our freedom wider, broader, and deeper.

In an important way, the Inter-American Dialogue helped to define the goals we set at the Summit of the Americas. And as now we look toward the next century, I'm glad the Saul Linowitz Forum will help to focus our discussions and our actions.

I thank you all for all you have done to help define and shape the currents that flow deeper today in our hemisphere because of your work: democracy, market economics, justice, and growing partnership. I thank you all, and I especially thank Saul Linowitz.

Thank you, ladies and gentlemen.

NOTE: The President spoke at 7:13 p.m. in the Hall of the Americas at the Organization of American States. In his remarks, he referred to former President of Costa Rica Oscar Arias; former U.S. Secretary of State Cyrus Vance; Minister of Foreign Affairs Luiz Lampreia of Brazil; Enrique Iglesias, president, Inter-American Development Bank; Ambassador Harriet C. Babbitt, Organization of American States; Peter Bell and Alejandro Foxley, co-chairs, and Peter Hakim, president, Inter-American Dialogue; and former Ambassador Saul Linowitz, Organization of American States.

**Remarks at the Congressional Asian-Pacific American Caucus Institute Dinner**

*May 16, 1996*

Thank you, Admiral, for that wonderful introduction. And I want to thank Tamlyn Tomita and Garrett Wang, your co-emcees, for standing up here with me. I made them come out. I said, I want you to stand up here with me because you make me look young and fresh and alive. *[Laughter]* So I thank them for doing that. To Gloria Caoile, your dinner chair; Francey Youngberg, your executive director; Rona Figueroa, and all the Members of Congress who are here. And a couple of former Members of Congress who are here, my good friend, Norm Mineta, who is being honored tonight, and Frank Horton, who was the primary sponsor of the bill creating Asian-Pacific Heritage Month. I thank you, sir.

I don't know how many Members of Congress are here. I saw Congressman Underwood, Congressman Abercrombie, Congresswoman Pelosi, and I know Congressman Matsui is here—or Doris would stop speaking to him. So however many Members of Congress who are here, I'm delighted to join you tonight.

I was honored to be here last year at your inaugural dinner. I'm proud of what we have accomplished together since then. More than anything else tonight I would like to say a simple thank you—thank you on behalf of the United States for the many contributions that the 9 million Americans who trace their roots to Asia and the islands of the Pacific make to our country every day. And thank you, particularly to those of you and those whom you represent throughout this country who have participated in the efforts of our administration and without whom we would not have been able to accomplish much of what has been done.

As we debate the issue of immigration again this year, we should never forget that America is a great country because we have welcomed successive generations of immigrants to our shores. Because we are a nation of laws we should do everything we can and we should do more than we have to, to stop illegal immigration. I have done more than

has previously been done. But we should avoid bashing immigrants. We are nearly, all of us, immigrants or the children or grandchildren or great-grandchildren of immigrants. The Native Americans were here first, and I think they crossed an ice cap to get here.

This is a country founded on a certain set of ideas, a certain set of values, a certain set of principles. And anybody willing to embrace them, to work hard to make the most of their own lives, to be responsible, can be an American citizen. That is the special thing about the United States, and we should never forget it.

I have been especially fortunate to have so many people from the Asian-Pacific American community in our administration, more than 170 all told, more than any previous administration, and I am grateful. When I took office I learned that it had been 14 years since the last Asian-American had been nominated to the Federal bench. I have nominated four, and I'm proud of every one of them.

I almost hate to start with this, but there are a few Asian-Americans I would feel bad if I didn't mention tonight who have been part of this administration: I thank my Deputy Assistant for Public Liaison, Doris Matsui, who made sure I came tonight; Barbara Chow, Special Assistant for Legislative Affairs; Maria Haley, Director of the Export-Import Bank; Ginger Lew, the Deputy Administrator at SBA; Valerie Lau at Treasury; David Tseng at Labor; Raj Anand at Agriculture; T.S. Chung at Commerce; Dang Pham at Education; Dennis Hayashi at HHS; Will Itoh, now our Ambassador to Thailand, formerly on my National Security Council staff; and Stuart Ishimaru at Justice. Those are a few of the people who serve you every day in the Clinton administration.

Three and a half years ago when I took the Oath of Office, I did so with a clear vision of what I hoped our country could be like as we move into the 21st century. I wanted this to be a country where every person, without regard to race or gender or income, would have a chance to live out his or her dreams. I wanted this to be a country where we were coming together around our basic

values, not being driven apart for cheap, short-term political reasons.

I wanted this to be a country that would continue to be the greatest and strongest country in the world and the world's strongest force for peace and freedom and prosperity. We've still got a good ways to go, but without question, if you compare where we are today with where we were then, we have made progress on all three fronts.

Our economic strategy to reduce the deficit, expand trade, invest more in our people, our technology and our potential for growth means that our deficit is less than half of what it was 4 years ago, but we have 8½ million more jobs, the lowest combined rates of inflation, mortgage rates, and unemployment in 27 years, a 15-year high in homeownership, an all-time high in exports and new business formations for 3 years in a row. Nearly 8,500 SBA loans have been approved to start those new small businesses.

We've increased educational opportunities from more positions for children in Head Start to more affordable college loans to the national service program. We've done our part to help lower the crime rate by passing a crime bill which will put 100,000 police officers on the street—we're more than 40 percent of the way there in less than 2 years—banning assault weapons and passing the Brady bill which has kept 60,000 people with criminal records from getting handguns.

We have worked to dramatically increase our protection of the environment from our cities to our rural areas, including our National Parks. We have worked to strengthen families through the family and medical leave law; a family tax credit for working families on modest incomes; an increased effort to collect child support; going for the V chip and for a television rating system to help parents raise their young children without excessive exposure to violence and other destructive elements; and our campaign against childhood smoking, which has attracted a great deal of opposition, but I would just point out, the biggest health problem in America and 3,000 children a day illegally begin to smoke.

The economy is better off, but its important to point out that the crime rate is down, the welfare rolls are down. There are over

one million fewer families on welfare today than there were 4 years ago. The poverty rate has dropped, and this country is coming together.

I am grateful for what we have been able to do to make this a more peaceful place. There are no nuclear weapons pointed at the children of the United States for the first time since the dawn of the nuclear age. The United States is a force for peace and freedom. From Northern Ireland to Southern Africa, to Haiti, to Bosnia, to the Middle East, we are working to bring the countries of the world together to fight our common enemies of terrorism and organized crime and drug-running and the proliferation of weapons and the destruction of our precious global environment.

But if you ask me to tell you what it is we really have to do to get into the 21st century with these ideals being met, I would say we have to find a way to meet our challenges and protect our values and to do it together.

If you think about so much of the political rhetoric we have heard in America for, well, a long time now, it seems to be designed to divide people, to make neighbors look upon their neighbors as if they're almost alien, to make people believe that public servants that are otherwise perfectly normal people are somehow capable of the utmost depravity.

The truth is, this is a pretty great country, or we wouldn't be here after over 200 years. And we should have our debates and our differences and our heated debates on public policy. But we ought to do it in a way that says that we realize that we all love our country, we all love our Constitution, and we know we're going up or down together. And if we persist in dividing ourselves against one another, we will weaken America. If we unite and make a virtue out of our diversity, there is no country as well-positioned for the 21st century as the United States.

We've tried to do that. In the past year, just for example, we hosted two Asian-Pacific American Education Forums to address the needs of Asian-American students and their teachers. We're approved almost \$2 billion in loans from the Small Business Administration to Asian-American businesses. We funded an SBA program targeted to Asian-Amer-

ican women, to provide training and counseling to thousands of women in Chinatown in New York City. We've done all this while shrinking the size of the Government and the burden of regulation.

I don't believe that there's a big Government answer to every problem. The Chinese philosopher, Lao Tzu, once said that governing a great county is like cooking a small fish; you spoil it with too much poking. [Laughter] On the other hand, you can also spoil it if you don't try to cook it in the first place. So the trick is for us to do together those things which will give every American the chance to make the most of his or her life, at work, at home, in the community, and in our great country.

We are going through a period of profound change. The economy is changing more than it has in a hundred years, moving into this information-technology age, moving into this global economy, indeed, a whole global society. It's been a hundred years since we moved from farm to factory and from the country to the city, since we changed this much. In terms of our communications with our fellow human beings, the changes are even more profound. Bill Gates, the famous founder of Microsoft, says that the digital chip is revolutionizing communications more than at any point since Gutenberg printed the first Bible in Europe 500 years ago.

Now, in this environment we have to understand that things will change. There will be some uprooting. We must meet these challenges. But we can do it if we are determined to do it together and determined to pull together and go forward together.

A big part of that is making sure that you are a part of the American dream and that you and the entire Asian-Pacific community feel that we are moving forward together and that we are moving forward with a vision of the world that includes a strong partnership with the Pacific. My first overseas trip as President was to Japan. The first thing I tried to do in organizing the world in a different way was to establish the leadership summit in the Asia-Pacific Economic Council. The first meeting was held in Seattle; we're about to have the fourth one in Manila later this year.

Already we see the fruits of this engagement. Recently, I was in the Pacific, and we reaffirmed our security relationship with Korea. We reaffirmed our efforts with Korea for a new initiative for peace between North and South Korea. We asked our friends in China to join with us in sponsoring an effort to reach this sort of peace. We reaffirmed our security ties with Japan in a very positive way. And we made it clear that what we want—what we want—in Northern Asia is peace between all nations. And we want to see all honest differences resolved peacefully so that people raise their children without the fear that has nagged that region through the World Wars and the regional wars of the 20th century. We can't go back to that, we have to go forward in peace. And the United States intends to be a force for peace and reconciliation in Asia and throughout the Pacific region.

Most of you know this, but a lot of our ticket to the future economically is in the Asian-Pacific region as well. It already accounts for a quarter of the world's output, growing every day. Already more than half our trade is with the nations of the Pacific, sustaining 3 million good American jobs. I am proud to say—and I want to hammer this home—that 68 percent of the 8½ million new jobs that have been created were created in high-wage areas of our economy, not low-wage areas of our economy. And that's because we have emphasized trade, which creates better paying jobs for the American people. A lot of you have been in the forefront of that, and I thank you for that.

Exports to Asia have increased by 44 percent. In the 20 areas covered by our specific agreements with Japan in 3 years, our exports increased by 85 percent. That is a staggering amount of advance. Our late Commerce Secretary, Ron Brown, the best friend that American businesses and trade ever had worked tirelessly to open those markets. His successor, our former Trade Ambassador who was the most effective trade negotiator we ever had—he negotiated 200 separate trade agreements in 3 years—Mickey Kantor will continue on that path.

But a lot of what we have to do must be rooted in mutual trust and respect, and willing, willing partnerships. We know that. And

we know we have a ways to go. I want better relations with China. I recognize the one China policy. I also recognize that an important part of that policy is the commitment that was made by all parties that the differences between China and Taiwan will and must be resolved in a peaceful and lawful manner.

I want a growing understanding between our two countries. I realize that neither of us is perfect, and both of us are going to have a great say over what the future looks like, and we have to work hard to understand each other and to work together. That's why I am committed to securing an extension of the MFN treatment for China and why I want to build better relationships. But it's also why I think we have to insist on fairness in our trade and on honoring all of our commitments in the area of nonproliferation. Some things in this world are more important than money, and not arming rogue nations with weapons that can destroy the future of our children is one of them.

We must be in a position where we don't hesitate to take appropriate action if we can't gain adequate enforcement of the agreement that China has already made with us to stop the piracy of American property. I realize that this has been a problem in developing economies for a long time. But China is not just another developing economy. It is a very great nation, with over one billion people.

A lot of America's meal ticket to the future consists of our ability to take advantage of the information revolution. And today, we are losing as much as \$2 billion in opportunities, many of them opportunities that would belong to Asian-Pacific Americans, in Washington State, in Oregon and California, in New England, in the Middle West, all across this country. I have no choice but to take strong action to try to protect the work of the minds of all Americans, and it's their right to be rewarded in the international marketplace.

The main thing I want to say to all of you tonight is that, again, I thank you for your contributions to America. And I thank you for the people you have supplied, both within and without the administration, who have advanced our cause. I think that your devotion to learning, to hard work, to family, to the

ideas of entrepreneurialism and the idea of engagement with the rest of the world, these are the kinds of things that will keep America great in the 21st century.

We can go into the next century with a country where everybody who is willing to work for it can live out their dreams. We can maintain this country as the world's strongest force for peace and freedom and prosperity. But if we are going to do it, we must be committed to that third element of our vision: We have to be committed to bringing this country together around a mutual ethic of responsibility instead of letting ourselves be divided by differences that ultimately don't matter nearly as much as our devotion to our shared ideals.

You can help bring this country together as well as move it forward, and I'm convinced we can't do one without the other. Asian-Pacific Americans have done both and done them brilliantly. I ask for your continued support as we try to make sure that our entire country does the same.

Thank you, and God bless you all.

NOTE: The President spoke at 7:52 p.m. at the Sheraton Washington Hotel. In his remarks, he referred to Rear Adm. Ming Chang, USN (Ret.), chairman, Congressional Asian-Pacific American Caucus Institute, who introduced the President.

## **Remarks on Signing Megan's Law and Exchange With Reporters**

*May 17, 1996*

Good morning. I want to welcome Senator Grams and Congressman Zimmer, Congresswoman Lofgren, Bonnie Campbell from the Justice Department.

This has been a week in which our country is moving to combat crime and violence. A couple of days ago we awarded over 9,000 new police officers to some 2,500 communities. That brings us to 43,000 police officers in 20 months along the road to our goal of 100,000. We're ahead of schedule and under budget.

But today, the valiant presence of five American parents reminds us that this fight against crime is so much more a fight for peace and for safety for our people and especially for our children. Richard and Maureen

Kanka, Patty Wetterling, Marc Klaas, and John Walsh have suffered more than any parent should ever have to suffer. They have lived through the greatest pain a parent can know, a child brutally ripped from a parent's love.

And somehow they found within themselves the strength to bear a further burden. They took up the parents' concerns for all children's safety and dedicated themselves to answering that concern.

Each of you deserves the fullest measure of your country's thanks. Because of you, steps have already been taken to help families protect their children. Study after study has shown us that sex offenders commit crime after crime. So 2 years ago, we gave every State the power to notify communities about child sex offenders and violent sex offenders who move into their neighborhoods. We're fighting now to uphold these laws in courts all across the country, and we will fight to uphold them all the way to the Supreme Court.

Today we are taking the next step. From now on, every State in the country will be required by law to tell a community when a dangerous sexual predator enters its midst. We respect people's rights, but today America proclaims there is no greater right than a parent's right to raise a child in safety and love. Today, America warns: If you dare to prey on our children, the law will follow you wherever you go, State to State, town to town.

Today, America circles the wagon around our children. Megan's Law will protect tens of millions of families from the dread of what they do not know. It will give more peace of mind to our parents.

To understand what this law really means, never forget its name, the name of a 7-year-old girl taken wrongly in the beginning of her life. The law that bears a name of one child is now for every child, for every parent and every family. It is for Polly and Jacob and Adam, and, above all, for Megan.

I thank the Congress for passing it. I thank those who led the fight. And I thank these families more than anything else. God bless you all.

[At this point, the President signed the law.]

Thank you.

### ***Megan's Law***

**Q.** Mr. President, you said here that studies have shown sex offenders commit crime after crime. But apparently, the courts, especially on the State level, don't seem to recognize that fact. What makes you think that all the way up to the Supreme Court they are going to change that opinion?

**The President.** First of all, I hope that this law will be upheld if it is challenged. I believe it will be. And before we went forward with this, in consultation with the Congress, including the leaders of Congress who are here now, we did a great deal of legal research on it. And we felt that we could defend it, and we felt that it was right.

And Congress has done its job. And now it is our job to get out there and defend this law, and we intend to do it if it's challenged. And in the meanwhile, we intend to enforce it.

### ***Death of Admiral Jeremy M. Boorda***

**Q.** Have you talked to Mrs. Boorda?

**The President.** Excuse me?

**Q.** Have you talked with Mrs. Boorda?

**The President.** I have not because yesterday—I intend to call her as soon as this is over. But yesterday I asked the Secretary of Defense to determine the family's wishes, and they wanted a day alone, and I understood that. But I intend to speak with her this morning as soon as this is over.

### ***Pennsylvania Avenue***

**Q.** Mr. President, Pennsylvania Avenue has been closed for a year now, and it hasn't exactly become the urban parklike setting that was planned when it was closed. And it is frequently, in fact, cut off from tourist and pedestrian use. What would you like to see?

**The President.** Well, I would like—if it is the judgment of the Secret Service and the other security people that we should keep it closed, I would like to see it fixed as it was intended in that plan that was developed about 30 years or so ago and turned into a genuine park so it can be made available to all the many people who live in and around Washington and all those who come here to

visit. It's quite a nice space, and with a little investment, it could be made, I think, quite attractive. Right now the skateboarders and the rollerbladers seem to like it, but I'd like to see it made more helpful to more people.

NOTE: The President spoke at 10:50 a.m. in the Oval Office at the White House. H.R. 2137, approved May 17, was assigned Public Law No. 104-145.

### **Proclamation 6897—National Safe Boating Week, 1996**

*May 17, 1996*

*By the President of the United States  
of America*

#### **A Proclamation**

Each year, more Americans choose recreational boating as a means of appreciating our Nation's scenic lakes, beautiful rivers, and vast ocean waterways. Boating is a leisure activity that can be enjoyed by people of all ages and abilities, offering a unique perspective on an unparalleled variety of natural landscapes. This pastime is not without risk, however, and a thorough knowledge of water safety techniques and equipment is an essential part of being a responsible boater.

Studies show that in more than 77 percent of the fully documented recreational boating fatalities that occur every year, the victim was not wearing a life jacket. Falling overboard and capsizing are the leading causes of these deaths, and more than half of all boating accidents are alcohol-related—facts that clearly illustrate the importance of not mixing alcohol and boating, and of properly using personal flotation devices. Skippers, crew members, passengers, and all those who participate in nautical sports should wear safety equipment every time they take to the water.

I commend the United States Coast Guard and the many State and local recreational boating organizations that are working with Government agencies and volunteers across the country to promote the use of life jackets and to educate the public about other lifesaving measures. As we look forward to the summer months and spending time with family and friends on America's waterways, such ef-

forts are vital to ensuring our citizens' health and safety.

In recognition of the value of safe boating practices, the Congress, by joint resolution approved June 4, 1958 (36 U.S.C. 161), as amended, has authorized and requested the President to proclaim annually the seven day period prior to the Memorial Day Weekend as "National Safe Boating Week."

**Now, Therefore, I, William J. Clinton,** President of the United States of America, do hereby proclaim May 18 through May 24, 1996, as National Safe Boating Week. I encourage the Governors of the 50 States and the Commonwealth of Puerto Rico, and officials of other areas subject to the jurisdiction of the United States, to join in observing this occasion. I urge all Americans to practice safe boating habits during this week and throughout the year.

**In Witness Whereof,** I have hereunto set my hand this seventeenth day of May, in the year of our Lord nineteen hundred and ninety-six, and of the Independence of the United States of America the two hundred and twentieth.

**William J. Clinton**

[Filed with the Office of the Federal Register, 8:45 a.m., May 21, 1996]

NOTE: This proclamation will be published in the *Federal Register* on May 22.

### **Proclamation 6898—Death of Admiral Jeremy M. Boorda**

*May 17, 1996*

*By the President of the United States  
of America*

#### **A Proclamation**

As a mark of respect for the memory of Admiral Jeremy M. Boorda, Chief of Naval Operations, I hereby order, by the authority vested in me as President of the United States of America by section 175 of title 36 of the United States Code, that the flag of the United States shall be flown at half-staff upon all public buildings and grounds, at all military posts and naval stations, and on all naval vessels of the Federal Government in the District of Columbia and throughout the

United States and its Territories and possessions until sunset on the day of interment. I also direct that the flag shall be flown at half-staff for the same period at all United States embassies, legations, consular offices, and other facilities abroad, including all military facilities and naval vessels and stations.

**In Witness Whereof**, I have hereunto set my hand this seventeenth day of May, in the year of our Lord nineteen hundred and ninety-six, and of the Independence of the United States of America the two hundred and twentieth.

**William J. Clinton**

[Filed with the Office of the Federal Register, 8:45 a.m., May 21, 1996]

NOTE: This proclamation will be published in the *Federal Register* on May 22.

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### **Digest of Other White House Announcements**

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The following list includes the President's public schedule and other items of general interest announced by the Office of the Press Secretary and not included elsewhere in this issue.

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#### **May 13**

In the evening, the President attended Democratic National Committee dinners at the Jefferson Hotel and the Sheraton Carlton Hotel.

The President announced his intention to nominate Kerry-Ann Jones as Associate Director for National Security and International Affairs at the Office of Science and Technology Policy.

The President announced the nominations of the following individuals to ambassadorial posts:

- Stanley Schrager, Ambassador to Djibouti;
- Arlene Render, Ambassador to Zambia;
- Alan R. McKee, Ambassador to Swaziland;
- John F. Hicks, Ambassador to Eritrea; and
- Harold Walter Geisel, Ambassador to the Seychelles.

#### **May 14**

In the morning, the President met with Bosnian Federation leaders and officials of the Governments of Bosnia-Herzegovina and Croatia in the Roosevelt Room.

In the afternoon, the President attended a Democratic National Committee lunch at the Jefferson Hotel. He then met in the Cabinet Room with a group of District of Columbia residents representing nonprofit organizations.

#### **May 15**

In the afternoon, the President had a telephone conversation with Senator Bob Dole to discuss the Senator's decision to retire from the Senate.

The White House announced the President appointed David P. Twomey, William P. Hobgood, and Carl E. Van Horn to the Presidential emergency board established to investigate disputes between certain railroads and employees represented by the Brotherhood of Maintenance of Way Employees.

#### **May 16**

In the morning, the President hosted a breakfast for the White House Conference on Corporate Citizenship in the State Dining Room.

In the evening, the President attended the NAACP Legal Defense Fund honoree reception at the Washington Hilton Hotel and the Southwest Voter Registration Education Project dinner at the Mayflower Hotel.

The President announced his intention to nominate Marcia E. Miller as a Commissioner of the International Trade Commission.

The President declared a major disaster in the State of Montana and ordered Federal aid to supplement State and local recovery efforts in the area struck by severe storms, flooding, ice jams, and excessive soil saturation.

#### **May 17**

In the morning, the President traveled to St. Louis, MO. Following his arrival, he addressed the community at the Webster Groves High School.

In the evening, the President attended a dinner for Representative Richard A. Gephardt at the Trans World Dome. Following



the dinner, he returned to Washington, DC, arriving after midnight.

The President announced his intention to nominate Arma Jane Karaer as Ambassador to Papua New Guinea, to the Solomon Islands, and to Vanuatu.

The President accorded the personal rank of Ambassador to James W. Pardew, Jr., in his capacity as U.S. Special Representative for Military Stabilization in the Balkans.

The President announced his intention to nominate Alan Philip Larson to be an Assistant Secretary of State for Economic and Business Affairs.

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## **Nominations Submitted to the Senate**

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The following list does not include promotions of members of the Uniformed Services, nominations to the Service Academies, or nominations of Foreign Service officers.

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### ***Submitted May 13***

Harold Walter Geisel,  
of Illinois, a career member of the Senior Foreign Service, class of Minister-Counselor, to serve concurrently and without additional compensation as Ambassador Extraordinary and Plenipotentiary of the United States of America to the Republic of Seychelles.

Reynaldo Flores Macías,  
of California, to be a member of the National Institute for Literacy Advisory Board for a term expiring September 22, 1998, vice Helen B. Crouch, term expired.

### ***Withdrawn May 13***

Bruce W. Greer,  
of Florida, to be U.S. District Judge for the Southern District of Florida, vice James W. Kehoe, retired, which was sent to the Senate on August 1, 1995.

Charles R. Stack,  
of Florida, to be U.S. Circuit Judge for the Eleventh Circuit, vice Peter T. Fay, retired,

which was sent to the Senate on October 27, 1995.

### ***Submitted May 15***

Christina A. Snyder,  
of California, to be U.S. District Judge for the Central District of California, vice Edward Rafeedie, retired.

Thomas W. Thrash, Jr.,  
of Georgia, to be U.S. District Judge for the Northern District of Georgia, vice Robert L. Vining, Jr., retired.

### ***Submitted May 16***

J. Rene Josey,  
of South Carolina, to be U.S. Attorney for the District of South Carolina for the term of 4 years, vice J. Preston Strom, Jr., resigned.

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## **Checklist of White House Press Releases**

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The following list contains releases of the Office of the Press Secretary that are neither printed as items nor covered by entries in the Digest of Other White House Announcements.

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### ***Released May 13***

Transcript of a press briefing by Press Secretary Mike McCurry

### ***Released May 14***

Transcript of a press briefing by Press Secretary Mike McCurry

Transcript of a press briefing by Vice President Al Gore, Counselor to the President Mack McLarty, Deputy Attorney General Jamie Gorelick, Gen. John Tilelli, Major Gen. Bob Hicks, Deputy Secretary of Transportation Mort Downey, and Larry Haas, OMB Associate Director for Communications on the Olympic games in Atlanta, GA

Statement by Press Secretary Mike McCurry announcing notification to Congress of the release of \$100 million for firefighting activities

Statement by Press Secretary Mike McCurry on National Security Adviser Anthony Lake's mission to Burundi

Statement by Press Secretary Mike McCurry on the President's meeting with Bosnian Federation leaders and the announcement of a new business development mission to Bosnia and Croatia

***Released May 15***

Transcript of a press briefing by Press Secretary Mike McCurry

Statement by Press Secretary Mike McCurry announcing appointments to the Presidential emergency board

Announcement of the nominations for U.S. District Judges for the Central District of California and the Northern District of Georgia

***Released May 16***

Transcript of a press briefing by Secretary of State Warren Christopher, Secretary of Defense William Perry, and U.N. Ambassador Madeleine Albright on the anti-personnel landmines initiative

Fact sheet announcing the antipersonnel landmine policy

Fact sheet on U.S. efforts to address the problem of antipersonnel landmines

Fact sheet on the U.S. demining program

Listing of participants in announcement of landmines policy

Statement by Chief of Staff Leon Panetta on budget legislation

Statement by Press Secretary Mike McCurry announcing OMB Director Alice Rivlin's letter to congressional leaders on the budget

Statement by Press Secretary Mike McCurry announcing budget amendments for additional funds for firefighting activities

Statement by Counsel to the President John M. Quinn announcing the President's annual Public Financial Disclosure Report

Announcement of the nomination for U.S. Attorney for the District of South Carolina

***Released May 17***

Statement by Press Secretary Mike McCurry on the Vice President's meeting with U.N. High Commissioner for Refugees Sadako Ogata on the situation in Liberia

Statement by Press Secretary Mike McCurry announcing budget amendments in support of the Israeli Government's requirement for counterterrorism assistance

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**Acts Approved  
by the President**

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***Approved May 13***

H.R. 2024 / Public Law 104-142  
Mercury-Containing and Rechargeable Battery Management Act

***Approved May 15***

H.R. 2243 / Public Law 104-143  
Trinity River Basin Fish and Wildlife Management Reauthorization Act of 1995

***Approved May 16***

H.R. 2064 / Public Law 104-144  
To grant the consent of Congress to an amendment of the Historic Chattahoochee Compact between the States of Alabama and Georgia

***Approved May 17***

H.R. 2137 / Public Law 104-145  
Megan's Law